



Ken Lake

### Operations Delivers 1987 Accomplishments

Ken Lake, vice president, Operations, recently conducted an all-supervisors meeting to review Operations' progress during 1987 and to praise his organization for its accomplishments.

Approximately 475 supervisors attended the fourth annual event. Lake opened the meeting by recognizing newly hired supervisors and congratulating those who earned promotions to supervisor.

Lake discussed division accomplishments and various programs within the department. He also introduced 1988 goals for the department and recognized the year's employees of the month during the two-hour color viewgraph presentation. Operations accomplishments included Advanced Missile Systems' implementation of first tech-mod projects such as the BIC (Bolt-In-Cover) and AUTONUT (Automated Nutplate Installation). The Cruise Missile Product line won 70 per cent of the AUR production contract for FY88, and Plant Services installed the new System 85 telephone system. Of course, we each received a piece of the 1.1 million pounds of mail processed in ten months.

In addition Lake outlined his organization's goals for 1988. He wants to maintain their excellent safety record, meet delivery schedule requirements on all programs, and conscientiously follow up on implementation of Employee Survey action items.

Operations awarded 41 Extraordinary Achievement Awards, 916 Excel Awards, 1,043 Employee Suggestion Awards and 1,292 awards for target teamwork. Employee suggestions, target teamwork and

### Convair Sets 1988 Goals

Most people tend to set goals for themselves in order to achieve success, meet a particular objective or simply give some direction to their lives. Corporations are no different.

Each year the various divisions of General Dynamics set goals and objectives and establish a plan of action to meet them. The following are Convair Division's goals for 1988.

- Significantly improve our quality and reliability performance and image
- Achieve Advanced Programs test objectives
- Maximize share of FY89 Tomahawk awards
- Timely and effective startup of MD-11 program
- Win targeted new business opportunities
- Continue progress on Employee Survey actions
- Continue to improve administrative performance
- Continue to improve financial performance

quality circles from Operations saved more than \$1.9 million. Lake also reviewed Operations' top five Employee Survey concerns with plans for corrective action.

In recognition of his employees, Lake introduced the General Manager Award nominees, who will be announced later this month at the State of the Division meeting. He also announced Operations' employees for the year from each program, who were selected from the year's employees of the month.

Lake ended the meeting by congratulating the group for a good year and encouraging them to meet the challenges of 1988.

### Travel Services Update

On January 1, General Dynamics began using the services of Hertz Rent A Car and will no longer use Avis. New Hertz cards will be mailed to all American Express cardholders at their homes and enrollment into #1 Club services is automatic.

Employees are reminded that company policy relating to frequent flyer programs has been revised. As reported in Executive Memorandum 87-23, General Dynamics will not participate in any aspect of the current airline frequent flyer programs. Employees may participate as long as activities associated with the program are not done on company premises or time.

### Do You Know About COBRA?

Employees are reminded that when their dependents lose eligibility for health coverage under the company's plans, other alternatives are available.

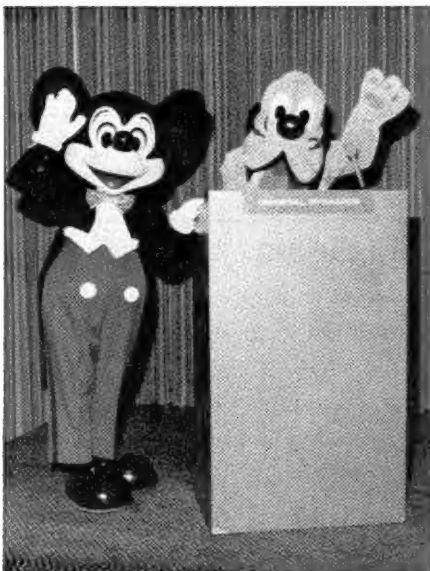
Continuation of Health Plan Benefits (COBRA) is a federally legislated plan which provides health care continuation under certain "qualifying events." These situations include loss of dependent eligibility, divorce, employee's death and termination of employment.

For more information on COBRA, stop by the Employee Benefits office.

### It's Performance Appraisal Time at Convair

Around the first part of the year, Convair supervisors have the responsibility for completing a performance appraisal on all salaried exempt and non-exempt employees. The information packets will be distributed this week.

To assist supervisors in properly and effectively completing this task, performance appraisal briefings will be held next week at Lindbergh Field and Kearny Mesa. Specific times and locations will appear in the next issue of the *Weekly Log*.



Mickey Mouse and Pluto remind General Dynamics employees that Disneyland can be enjoyed every Saturday and Sunday during January from noon to midnight for only \$12.50 for adults and \$9.50 for children aged 3-11. For more ticket information, call Jody at 28142. If you'd like to spend the night, Howard Johnson's Motor Lodge is giving a discount rate of \$48 per night. To make your reservations, call (800) 422-4228, and identify yourself with the General Dynamics party at Disneyland.

## There's Another Graduate in Our Midst

Congratulations to Convair's **Harley Wallace** who recently received his bachelor's degree in business administration from National University.



Congratulations to (standing, left to right) Finance's Isabel Sapien, Essie Eisenfeld, Ronda Kirlin (seated) Christine McGinn and Marina Parris, who completed the 26.2-mile Holiday Bowl Marathon Relay last month.

## Bulletin Board

**NMA Space Systems Chapter** is sponsoring a wellness/health seminar on Thursday, January 14, 4:30 to 9 p.m. in the Titan/Centaur MIC Room on the first floor of building 2 at Century Park. Cost for NMA members is \$20; nonmembers, \$40. Featured speaker is noted nutritionist Candy Cumming. For reservations call Candy Giandana at 38848.

**Beginning this month** the artificial intelligence working group brown bag will meet twice a month on the second and fourth Wednesday. The first meeting of the month is a general/organizational meeting. The next meeting is set aside for presentations by speakers and vendors. For more information, contact Vivien Steger at 74291.

**NMA Space Systems Chapter** is offering scholarships to eligible dependents of Space Systems employees. Eligibility requires the student have a high scholastic average and be a high school senior (or no more than one semester out of high school). Parent or legal guardian must be employed by Space Systems Division and work in San Diego. For an application, contact Jim Delano at 75315. Scholarships will be awarded in May during the Space Systems Chapter general meeting.

**CRA Travel** will present a video preview on cruises to the Caribbean and Hawaiian Islands on Thursday, January 14 at 7:30 p.m. at the CRA Clubhouse. Join in for an evening of fun, door prizes and refreshments. Please call 38248 to make your reservation.

## Robert Ford on File With U.S. Patent Office

Patents are important to our company's success. Inventions are substantive proof of a dedicated and progressive attitude maintained by the inventor and the department.

Space Systems' Robert Ford is a good example of this dedication and pride. When his patent application was filed for his invention of the Metal Hydride Thermostat, Ford received a cash award.

This invention is a flow control device actuated by fluid temperatures. Although current and future applications exist for this passive fluid thermostat in active cooling systems for launch vehicles, Ford's invention has a unique feature. He uses a metal hydride compound inside a bellows.

His concept has an important advantage. The bellows pressure can be preset or adjusted by hydrogen pressure control to determine the correct temperature when the bellows will open. The bellows movement is gradual, and the life of the hydride is indefinite.

Congratulations Robert!



**Cush Dow Elected President of Navy League.** Congratulations to vice president and legal counsel H. Cushman Dow, who was elected president of the San Diego Council of the Navy League for 1988. The San Diego Council is the largest in the world with membership that exceeds 2,000. The Navy League is a non-profit service organization run by civilians that supports the Navy, Marine Corps, Coast Guard and Merchant Marines.

## Space Systems Provides Building and Equipment Maintenance Support

On January 6, Space Systems' Facility Services assumed responsibility for and began performing all Space Systems requirements for building and production equipment maintenance.

Space Systems work control dispatch center is operational and will assist all Space Systems employees with trouble calls. The center can be reached on extension 39777 from 7 a.m. until 3:30 p.m. Monday through Friday. All calls will be given a dispatch number which can be used by the caller for status updates.

After-hour trouble calls will be recorded and processed the next working day. A confirmation call will be given to the requester with an assigned dispatch number.

For more information, please contact Chuck Taylor at 74866.

## Physically-Limited Parking Reminder

When parking in physically-limited parking areas, please display your authorization card provided by medical services and park within designated space. Your vehicle will be towed away at your expense if you don't follow these guidelines.

## Employment

For the week ending December 31, 1987, Convair Division employment was 8,323; Space Systems Division employment was 3,019.

*Published by General Dynamics Convair & Space Systems Divisions*



**The Great Talent Search**

**We're Looking For The Great Talents of The Future**

## New Rewards for The Great Talent Search

The Great Talent Search is Convair Division's employee referral program. The search is on to recruit professional talent that is vital to our company's continued growth. An important aspect of the program rewards employees for helping to meet recruitment goals.

The program lists eligible positions for referrals based on departmental requirements. These positions include three categories — critical needs, engineering, science and management, and nonengineering professional positions.

Critical needs include skills that are more difficult to find or positions that require immediate action such as engineering or technical specialists. In the engineering, science and management positions, we're looking for skills in research and development, operations and quality assurance. To fill professional positions, skills are needed

in contracts and estimating, procurement and finance.

If you know someone who has such talent with a bachelor's degree, a minimum of three years' related work experience and is not a current General Dynamics employee, submit a Great Talent Search referral card to Professional Staffing, mail zone 11-1340.

When your referral is hired and completes 90 days of satisfactory employment, you will receive a U.S. Savings Bond. A \$3,000 bond is given for a referral hired into a critical skills category, a \$2,000 bond for an engineering, science or management position, or a \$1,000 bond for other professional positions.

Referral cards and brochures are available at The Great Talent Search display units located throughout Convair facilities. For more information on the program, please call Professional Staffing at 39500.

## Performance Appraisal Briefings

Performance Appraisal briefings for Convair supervisors will be held at Lindbergh Field and Kearny Mesa this week. All Convair supervisors are encouraged to attend, especially supervisors who have little or no performance appraisal experience. Seating is on a first come first served basis. The sessions will be held at the following times and locations:

**Kearny Mesa** — Tuesday, January 19, 7 a.m., 9 a.m., 1 p.m., 4 p.m., Building 17, Room 2

**Lindbergh Field** — Wednesday, January 20, 7 a.m., 9 a.m., 1 p.m., 4 p.m., Building 14, Room 6

## Convair Offers Training Classes

On Wednesday, January 27, Convair will conduct training classes for Ethics, Expense Reporting, Security and Timecards. These classes will be held at Kearny Mesa, building 17, room 6 at the following times:

Ethics . . . . . 7:30-9:30 a.m.  
Expense Reporting . . . . . 9:30-10:30 a.m.  
Security . . . . . 10:30-11:30 a.m.  
Timecards . . . . . 11:30 a.m.-12:30 p.m.

Please plan to attend any of the sessions that you need.

## IRM Offers Planning & Budgeting Class

Convair's Information Resource Management is offering a planning and budgeting class on Thursday, January 28, 7:30-11:30 a.m. at Kearny Mesa in building 17, room 2.

The class covers WAP writing, along with the budgeting process, starting with sales order and related accounting and budgeting reports.

Please contact your training coordinator or call Connie Yurczyk at 68692 to sign up.

## Parking Reminder

Employees are reminded that parking lot regulations are in effect seven days a week, 24 hours a day. If you park unauthorized in commuter parking, physically limited or other reserved spaces, you will be towed away at your expense.

## Employee Survey Update

During 1987, Employee Survey Action began to correct concerns expressed by Convair employees. The following table shows the status of the issues. For each open issue, there is a plan to implement corrective action with an estimated completion date. Our goal is to have all issues addressed by September 1988. The *Weekly Log* will keep you apprised of Convair's progress.

### Employee Survey Issues Progress Report

Department	Number of issues	Number addressed
Cruise Missile Office	22	0
ACM	5	2
Contracts & Estimating	23	8
Quality Assurance	18	1
Division Planning/Facilities	8	8
Research & Engineering	5	5
Operations	15	12
Program Development	5	4
Integrated Logistics Support (ILS)	4	3
Finance	16	10
Human Resources	60	42
Division Level Issues	37	15
<b>Totals</b>	<b>218</b>	<b>110</b>

1/13/88



*In recognition of outstanding contributions to quality control on the Advanced Program, (left to right) Mike Kenney and Peter Keeping congratulate Louis Thompson, Ron McDaniels and Mike Bugiel on their recent group Excel award. Ray Reyes, part of the group, was not available for the photo. Tom Maxwell and Richard Roth also congratulate the group. According to Kenney, Quality Assurance supervisor Inspection Bonding/Plastics, these employees have distinguished themselves among their peers and other functional organizations on the Advanced Program. This group has maintained its professional attitude and enthusiasm as a quality team. Because of their willingness and "can do" attitude, numerous obstacles were overcome. Congratulations!*

## Learn More About the Air Force Academy

The United States Air Force Academy provides education, training and experience to young men and women to prepare them for careers in the United States Air Force. Each year about 1,400 cadets are carefully selected nationwide to enter the Academy. Cadets enroll in Fall classes to begin a four-year education leading to a bachelor of sci-

ence degree and an officer's commission at graduation.

The Air Force Academy has liaison officers assigned throughout San Diego county to advise and assist high school students interested in applying to the Air Force Academy. Convair's Dave Kocher is one of these officers. If you're interested in learning more about the Academy, please contact Dave at 75294.

## Bulletin Board

**The National Management Association** is offering Administrative Skills for the Manager on Tuesdays, 4:30-6:30 p.m. The class began last week, but there is still time for you to sign up. The classes are normally held at Viewpoint Plaza, but this week the class will be held at Kearny Mesa's Program Development conference room on the second floor of building 1. Legal Counsel Cush Dow will be the featured speaker. During the ten-week course, other members of upper management will share their expertise in their fields. For more information, contact Andy Molnar at 73314, Gene Tarris at 49140 or Cindy Henson at 35335.

**Another program in the Quality Series** is being offered on Thursday, January 21 at 3:30 p.m. in Kearny Mesa's building 2 presentation room. Del Nelson, program manager of the Pacer Share project (Performance Appraisals), will be the guest speaker. Cost for the program is \$5. For reservations, contact Andy Molnar at 73314, Caroline Harbeck at 75743 or Cindy Henson at 35335.

**There are still two weekends** left in January to enjoy Disneyland from noon to midnight for just \$12.50 for adults and \$9.50 for children. If you'd like to spend the night, the Conestoga Hotel has joined Howard Johnson's in offering reduced room rates. You can stay at the Conestoga for \$42 and at Howard Johnson's for \$48.

Toll free number for the Conestoga Hotel is (800) 321-3530; Howard Johnson's is (800) 422-4228.

## Ethics Reminder

According to the Second Edition of the General Dynamics Standards of Business Ethics and Conduct, all employees have the responsibility to "remain alert and sensitive to situations which could result in actions by any employee that are illegal, unethical, in violation of the Standards or the policies and procedures that support the Standards or are otherwise improper."

For example, the Personnel Administration Manual (PAM 4-2) on discipline reminds us that gambling or conducting a lottery or other games of chance on company property is cause for immediate dismissal.

## Employment

For the week ending January 8, 1988, Convair Division employment was 8,301; Space Systems Division employment was 3,033.



*Published by General Dynamics Convair & Space Systems Divisions*

## Convair and Space Systems Deliver State of Division Addresses, Name Employees of the Year

Last week, General Managers John McSweeney and Alan Lovelace delivered state of the division addresses for Convair and Space Systems at dinner meetings hosted by their division's National Management Association chapters. Nearly 1,000 people were on hand at both engagements to recall the year's accomplishments, learn about future challenges and honor the employees of the year for 1987.

Both addresses were spectacularly enhanced by videos prepared by Convair's Motion Pictures and Television department, with the assistance of Art and Editorial and Proposal Development. Following are highlights of the evening.

### **Convair, Thanks For a Super Year**

The big screen video presentation opened with a month-by-month montage of key events from 1987. General Manager John McSweeney said, "1987 was a super year, and 1988 will be even better."

In talking about Production accomplishments, McSweeney said that all activities grew except for the Ground Launched Cruise Missile (GLCM) missile deliveries. Chronic schedule delays were fixed after careful analysis. Cruise missile production moved one-month ahead of schedule, despite the strike. "Most importantly," said McSweeney, "we did all of this while improving quality."

How did we do this? Mostly with our all-up-round quality initiatives which include the paperless factory, total process management, statistical process control and teardowns.

"Last year the Tomahawk competition was the big item in our sights but we also looked to the MD-11, BGM 109D, CMAG, Theater Mission Planning, BGV and MSOW programs for key new business wins," McSweeney said.

We met our CRAD goal of \$24.9 million by winning advanced development work in areas that we believe support our technical base and will lead to future programs. McSweeney added that our backlog increased from \$966 million to \$1.7 billion.

He spoke of administrative accomplish-

ments during 1987. These included the Convair Chapter receiving the NMA Outstanding Chapter Award. Our security awareness video received the Distinguished Achievement Award. COLLARS (on-line labor and attendance system) was completely installed and is operational. Over half of our employee survey issues were addressed, and contributions and memberships totaled more than \$490,000. Gifts from the Con-Trib Club totaled more than \$1 million.

One of Convair's major goals was to improve financial performance, but for the second year in a row Convair missed sales, earnings and cash goals. "Competitive actions reduced sales, and development problems were a factor," said McSweeney.

During 1987, employment was lower than expected at 8,300 because of competitive action, the strike and delays in awards. Projected employment by the end of 1988 is 8,400.

The evening drew to a conclusion when McSweeney reviewed the 1988 division goals. "We're off to a good start with 100 percent Tomahawk flight success for January," he said. In reviewing the 1987 highlights, he mentioned the 19 out of 22 Tomahawk flight successes and Convair's 70 percent FY88 AUR Tomahawk production award.

The presentation ended, by announcing the General Manager's Employee of the Year Award nominees and naming Ernie Gaugler Employee of the Year (see stories on the following pages). The evening did not end, however, without McSweeney recognizing the dedicated support and loyalty of his executive secretary, Gladys Speed, who retires this week after 34 years of service.

### **Space Systems — A Year Filled With Successes**

"1987 was a year of remarkable growth for Space Systems Division," said General Manager Dr. Al Lovelace to a crowd of some 560 Space Systems employees gathered in the California Room of the Town & Country Hotel in Mission Valley. "After

the loss of the Shuttle/Centaur Program in 1986, our priorities became clear — Secure Titan/Centaur — Win MLV, ALS Phase I, ASPS, and the Liquid Rocket Booster Program as well as all the important technology CRADs that will make those programs flourish.

"Not only did we achieve those goals," Dr. Lovelace continued, "we bettered our own goal in study contract awards by beginning a total of 38, including six important technology study contracts directly related to next generation launch vehicle systems."

Lovelace went on to summarize the highlights of 1987. "With the definitization of the Titan/Centaur contract, after months of tough negotiations which resulted in an agreement that would make this program the cornerstone of the division's business base," he said, "we can now focus our energies on developing new opportunities for this high energy upper stage."

1987 was the start of an 18 shipset build of Atlas/Centaur to sell them worldwide as a commercial program. In the six months since the start of the commercial program, Eutelsat and GOES have bought Atlas/Centaur.

Lovelace mentioned the facilities improvements at Space Systems. Last year this time, a new building at Kearny Mesa was dedicated called the Thermal Acoustic Test facility. He spoke of the upgrading of the Titan/Centaur and Atlas/Centaur final assembly area in building 5. This represents an \$8 million investment in new construction and refurbishment of the original assembly line for Atlas and Centaur. Lovelace said, "These are necessary investments if we want to remain competitive in today's worldwide launch systems market."

Lovelace spoke of administrative accomplishments as well. He reaffirmed that our ethics program is "comprehensive and dynamic" and that the employee survey has institutionalized a rigorous program of airing concerns that get to management and solicits corresponding management commitment to act upon them. With both of these programs in place, "we are improving our two-way communication and at the

*(continued on next page)*

same time, chipping away at any indifference to new ideas," said Lovelace.

What are Space Systems' challenges in 1988? Those which further solidify existing programs and bring home the new space transportation programs initiated in 1987. To achieve these goals, Lovelace informed us that we must achieve a 100 percent launch success rate for the Atlas E program at Vandenberg and obtain contracts for a

minimum of nine more commercial Atlas/Centaur Launch Vehicles. Cost and schedule commitments on Titan/Centaur and Atlas/Centaur programs must be met and the number of Titan/Centaur vehicles under contract must be increased from 10 to 13.

After introducing the General Manager's Employee of the Year award nominees, he named John Karas Employee of the Year (see stories on the following

pages). Lovelace left the group with "one more thought-provoking statistic. At the end of 1986, Space Systems' division backlog totaled \$326 million, equivalent to almost one year of sales. As of January 1, 1988, our backlog stands at over \$1 billion. Future business for Space Systems has tripled since this time last year," Lovelace said.

## Convair's Employee of the Year Nominees



*Hal Humpherys*



*Jay King*



*Chris Christensen*



*Michael Darmody*



*Russ Gustin*



*Carol Carr*



*Bob Stewart*



*Florentino Nacu*



*Kirk Gregg*

**Carol Carr, senior accounting analyst – Finance.** Since joining Property Administration Contract Closeout in 1986, Carol has exhibited a tireless effort and dedication to her job. She completely reorganized the Property Certification segment of the Contract Closeout System and expanded the manual Contract Closeout Status Report into a computer generated tracking and reporting system. With a backlog of 233 contracts in closeout status, Carol successfully certified closeout of 178 contracts, exceeding previous years.

**Chris Christensen, proposal development specialist – Program Development.** All proposals that Chris has worked on in 1987 have been wins. He has been responsible for the planning, development and preparation of many of Convair's most critical new business acquisition proposals. He was a key player on the ACM proposal and provided the expertise and discipline that helped us win the CMAG proposal. Chris is commended for his outstanding dedication, loyalty and commitment to program development.

**Michael Darmody, senior engineer – ILS.** Michael has been the principal investigator on an IRAD project, specifically in the application of artificial intelligence. He is a pioneer in the field and has been a leader in producing the first production expert system for adhesive selection. Michael's works have been published and presented around the country at professional seminars. He is an excellent communicator and enlists enthusiastic support from Convair's engineering groups.

**Kirk Gregg, supervisor – Human Resources.** Kirk Gregg worked long hours and weekends at Corporate headquarters to develop a computer program that would calculate elements of prospective labor agreements in a timely and accurate manner. The labor costing model was then tested and found to be excellent. Since then Kirk has written procedures and instructed other GD division personnel on how to use the model. The model was used this past summer during union contract negotiations. It also played a big part in Convair's 70% FY88 Tomahawk win.

**Jay King, senior engineer – Quality Assurance.** As Quality project manager on four major programs, Jay developed, planned and directed performance to successful completions and implementations. These programs included the GLCM Weapon System Assessment Program (WSAP) hardware quality audit teardowns, the teardown follow-up program, the Tomahawk teardown program, and the SLCM PVT teardown of T975.

**Florentino Nacu, engineering specialist – Facilities and Planning.** Florentino has made outstanding contributions in managing our major facility expansion projects at the Sycamore Canyon Tomahawk facility. He consistently demonstrated his keen engineering abilities in planning and organizing major capital improvement projects. One of these projects is the expansion of the All-Up-Round Assembly building. Florentino carefully planned the expansion of the building from 21,500 to 65,000 square feet so production could continue without schedule delays and still maintain stringent safety requirements.

**Russ Gustin, senior engineering specialist – Research and Engineering.** Consistency, technical knowledge and a strong sense of responsibility and commitment describe Russ's contribution to the ACM program. As the Control Dynamics leadman on the ACM program, Russ is responsible for the ACM flight control system design including development of hardware requirements, the autopilot, flight software requirements and the vehicle 6DOF flight dynamics simulation. His technical judgment and evaluation is sought out by both project and customer management at mission and design reviews. To coin a phrase,

when Russ talks on the ACM program, people listen.

**Hal Humpherys, contract negotiator – Contracts and Estimating.** Hal has distinguished himself in three crucial areas of Contracts — training, contract administration and negotiation. Hal has proven to be an effective and efficient negotiator. Under his leadership, the amount of undefinitized changes in the Tomahawk program was cut in half during the first six months of 1987. As a result of Hal's investigation and preparation in contract administration issues, he saved General Dynamics more than \$60 million.

**Robert Stewart, senior engineering specialist – Research and Engineering.** Bob is a dedicated and innovative engineer with proven technical leadership and management achievements. He has demonstrated excellent program management with a solid record of superb performance over seven years. From his early association with ASW initiatives through his appointment as manager of the Peacekeeper Follow-on Basing project, Bob has been cited for consistently exceptional accomplishments. He has made a measurable and positive difference in Convair's business posture.

## Space Systems' Employee of the Year Nominees



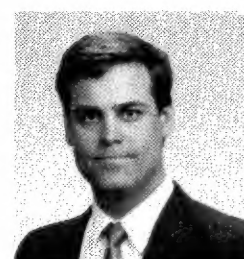
*Brian Brown*



*Ned Cross*



*Edward Hujak*



*Mark Huston*



*Alda Jorgenson*



*Daniel Little*



*Joe Rangus*



*Tanya Schaer*



*James Winger*

**Brian Brown, accounting analyst – Finance.** Brian served as liaison for Space Systems when labor charging and accounting responsibilities were discussed after Space split from Convair. Brian resolved important system problems and designed appropriate procedures to assure DCAS/DCAA authorities that these matters were being effectively managed.

**Ned Cross, senior engineering specialist – Titan/Centaur.** Ned was appointed the managing head of Titan/Centaur's newly-formed high-fidelity mock-up department. He accepted the responsibility for the formation of this 35 to 50 head department and has received outstanding commendations from the customer. They are continually impressed by the performance and progress of the department and commend the highly effective and professional team. Ned's outstanding leadership is evident.

**Ed Hujak, chief engineer – Adaptable Space Propulsion Systems.** Ed

led the ASPS proposal team from January to April. He was responsible for conceptualizing ASPS upper stage configurations together with an architecture which assured program integrity, growth capability and low production costs. Ed's skillful management of relations with the source selection board culminated in a contract award of \$750,000.

**Mark Huston, facilities analyst – Planning and Administration.** Mark was responsible for managing the acquisition of more than \$1.3 million of furniture and coordinated \$150,000 worth of improvements at Century Park. He also worked on the multiphased implementation of Titan/Centaur's program office. Mark was instrumental in supporting preplanning of the 75,000 square feet of office space at Viewpoint Plaza for ALS expansion.

**Alda Jorgensen, college relations administrator – Human Resources.** Alda exceeded the division's college hiring goal by 24 percent and exceeded our intern

program goal by 20 percent. She was responsible for extending 228 offers resulting in 126 hires. Alda chaired the bond drive and received a 98 percent participation rate, placing Space Systems in second place corporatewide.

**Daniel Little, procurement administrator – Procurement Administration.** Through Dan's conscientious and dedicated efforts, Space Systems achieved a high rating on its Contractor Purchasing System Review Audit. This audit is conducted by the Defense Contract Administration Agency. The team captain of the agency said that this audit was only the second time in his career that a company was approved without corrective recommendations.

**Joe Rangus, contract negotiator, Titan/Centaur – Contracts and Estimating.** With only five weeks briefing, Joe moved in as company negotiator and broke the contract negotiations deadlock with Martin Marietta and the Air Force on the Titan IV program. Joe's masterful han-

dling of the negotiations resulted in a signed contract and significant program savings.

**Tanya Schaer, Customer Relations – Marketing.** Tanya has an exceptional ability to accommodate the needs and schedules of people with diverse cultural backgrounds and personalities in highly rewarding and productive business encounters. She helped orchestrate the successful arrangement and coordination of more than 150 events divi-

sionwide. The success of these events was possible with creative and innovative planning on both domestic and international fronts.

**James “Fritz” Winger, senior quality engineer – Quality Assurance.** Fritz led the first and second phase surveys for establishing and implementing an acceptable quality assurance system for the new manufacturing facility in Harlingen, Texas.

He also formulated recommendations for the phased, incremental on-site preparations required to put this facility on-line in a timely fashion. This facility will handle the brunt of all Jettisonable components associated with the commercial Atlas/Centaur. Fritz accepted the assignment for the program which will transfer more than 140,000 hours of workload a year to the new facility.

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## Gaugler Named Convair's 1987 Employee of the Year



*Ernie Gaugler and John McSweeney*

“It’s a great honor for many people. I couldn’t have done it by myself,” said Ernie

Gaugler, senior engineer, Operations. Ernie was named Employee of the Year by General Manager John McSweeney during Convair’s state of the division address, hosted by the National Management Association.

Four years ago, Ernie joined Convair as an engineer. Since then, he has made valuable contributions to demonstrated improvements in Convair’s competitive position in manufacturing the Tomahawk cruise missile.

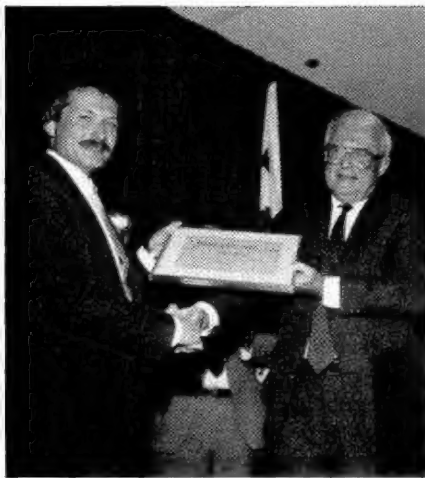
Accomplishments were achieved by a team of factory and support department personnel, working together to implement the new production line, but Ernie lead the way. He solicited employee suggestions that resulted in labor savings of 12 percent of the total production budget. He imple-

mented a combination of just-in-time and pull vs. push work management tools that promote teamwork and drive down both labor and inventory. Ernie is also implementing Statistical Process Control (SPC) techniques that have identified control points resulting in the nearly defect-free production history of the Tomahawk tailcone assembly. Results achieved in all of these assignments are evident of Ernie’s teamwork approach and enthusiasm.

Ernie received a commemorative plaque and a \$1,000 U.S. Savings Bond for this honor. What does Ernie have to say about all of this? “Thanks for believing in me. I was up against tough competition.”

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## Karas Named Space Systems' 1987 Employee of the Year



*John Karas and Dr. Alan Lovelace*

John Karas, chief of Space Systems Avionics in Research and Engineering, was

named Employee of the Year by General Manager Alan Lovelace at the January 21 state of the division address, hosted by the National Management Association.

“It was like the Academy Awards,” said Karas, “you hope you’ll win, but there are many qualified people out there.” John has been with General Dynamics for nine and a half years, coming to us from NASA as a co-op.

John convinced our customer, Martin Marietta, the Air Force and other payload users of the technical superiority of our new advanced avionics system. He assured them that it far outweighed any risk to program schedules they might have perceived. His modern avionics design for the commercial Centaur launch resulted in performance gains of 100 pounds per vehicle with a cost savings of \$5.9 million per vehicle.

John’s leadership on four CRADs resulted in a 100 percent win ratio and \$4 million in awards. These wins have positioned Space Systems to play a critical role in avionics integration of the ALS, ASPS and Shuttle C programs.

Although impressed by the overall presentation of the evening and thrilled at receiving his award, along with Super Bowl tickets, he said, “I want to thank everyone, but particularly those people in my department. As part of the team, they helped to make me successful.”

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## Employment

For the week ending January 15, 1988, Convair Division employment was 8,275; Space Systems Division employment was 3,086.



Published by General Dynamics Convair & Space Systems Divisions



**Convair's General Manager John McSweeney** and staff members honored 12 employees at December's service awards breakfast to celebrate their 35 and 40 years with the company. A special thanks is extended to (front row, left to right) Orley Neller, 35 years; Jack Jensen, 35 years; Gilbert Rubalcava, 35 years; Arlie Rasco, 35 years; Pat Patterson, 35 years; Heston Booker, 40 years. (Back row, left to right) John McSweeney, staff; Ray Beuligmann, staff; Carole Black, 35 years; Art Veitch, staff; Russ Babcock, staff; Iva Apostoles, 35 years; Curtis Cope, 35 years; John Miller, 35 years; Robert Johnston, 35 years; Ken Lake, staff; George Roos, staff; Frank Campbell, 35 years.

## Financial Services Center Established in Rancho California

In an effort to reduce costs and become more competitive, General Dynamics has established the Financial Services Center (FSC) in Rancho California. This facility will perform certain accounting activities for the six General Dynamics divisions located in California.

Effective today, Travel Accounting will be located at the new facility. All travel-related correspondence, including travel orders and expense reports, should be mailed to FSC Travel Accounting, mail zone RD-0750. The office extension is 42731.

Last week, the Cashier's Office at Lindbergh Field was permanently closed. Convair travelers based at Lindbergh Field will now pick up their tickets and traveler's checks between 1 and 3 p.m. from Judi Picard at Lindbergh Field's building one, floor 2 (old mezzanine), column K-4. Her extension is 24691.

If you have an outstanding balance, it may be paid at the Kearny Mesa Cashier's office, or attach a personal check to your Expense Report and send it to FSC Travel Accounting.

Future accounting activities to be transferred to FSC include Payroll and the remaining Accounts Payable functions.

## DIS Inspection Begins at Space Systems

Next week, Space Systems will receive a comprehensive security inspection by the Defense Investigative Service (DIS). This critical inspection covers a wide spectrum of security-related issues.

DIS will be looking for general security awareness among employees, how we protect, control and store classified materials and other compliance with governmental directives and procedures.

Your cooperation with Industrial Security and representatives from DIS will be appreciated. If you have any questions, please call Industrial Security at 75325.

## February is Records Clean-Up Month

Records coordinators and monitors have been appointed to assist in the receiving, purging, storing and destruction of records. The goal of Convair's Records Management Program is a quality records system which meets accountability and retention schedules.

The clean-up will ensure more floor space, filing cabinets and salvage cost recovery. A new automated record storage and retrieval system is being examined.

Questions concerning the program should be directed to John Wayman at 25957 or Johnny Tyler at 73412.

## Let's Take Pride in Our Workplace

As we face the challenges outlined in our 1988 goals and objectives, we recognize that there are related activities that have an impact on our performance. The pride we have in our workplace, how we use and care for company assets, and how we maintain our work and storage areas have an impact on our efficiency.

With this in mind, the Facility Management and Plant Services organizations of Convair, Space Systems and Electronics Divisions have committed themselves to revitalizing the housekeeping program. Fred Pinckney is the coordinator for all divisions. He will direct a team made up of Facility Management, maintenance and transportation personnel. Their main task is to conduct tours, identify problem areas and develop action plans.

The efforts of the housekeeping team will only be successful with the support and cooperation of everyone. Please keep in mind that work areas should be neat and unnecessary material should be properly disposed of. Yard areas should have minimal storage.

For assistance in dealing with normal types of housekeeping problems, please direct your requests to Maintenance Dispatch at 38269 for Kearny Mesa and Sycamore Canyon or 28575 for Lindbergh Field, Harbor Drive and Plant 19.

For major projects or additional assistance, please contact one of the coordinators assigned to your area.

Name/Location	Extension
Harvey Sarkisian	
CV-KM.....	74797
Doug Martin	
CV-LF, HD, Plt 19.....	28673
Mark Grogg	
CV-Sycamore.....	74011
Steve Sarafa	
SS-KM.....	73918
Ron Green	
SS-Plt 19.....	74836
Roger Williamson	
ED-KM.....	36420

We want to demonstrate to our customers, management and each other that we are committed to an ongoing housekeeping program. One that reflects the pride we have in our company and our products.

## Bulletin Board

**NMA Space Systems Chapter** is offering a technical writing seminar on February 3 and 10 from 5 to 8 p.m. in Century Park, building 1, first floor MIC room. Cost for members is \$25; non-members, \$50. For more information, please contact Larry Lutsky at 77414.

**Lindbergh Field Toastmasters** is offering "Building Your Thinking Power I: Mental Flexibility" on February 9 and "Building Your Thinking Power II: The Power of Ideas" on February 16, 4:30-6:30 p.m. at Lindbergh Field's old mezzanine finance conference room A in building 1. Cost for one seminar is \$6; both, \$10. For more information, please contact Bennie Roy at 26937 or Peggy DeShazo at 27394.

**The new Lindbergh Field 10-week Shape-up** program began last Wednesday, but there is still time to sign up. Classes meet at the Harbor Island Drive site on Monday, Wednesday and Friday at 4:45 p.m. Cost of the program is \$10 for Health Fitness Center members and \$70 for non-members. Shape-up graduates pay only \$20. For more information, please contact the Health Fitness Center at 39921.

## Con-Trib Club Supports Camp Fire Council

The "I'm Peer-Proof Program" is an official Camp Fire self-reliance training course especially designed for children in fourth, fifth and sixth grades. These are formative years when friends become increasingly important to children. It's also a time when children are more susceptible to negative peer pressure.

The purpose of the I'm Peer-Proof Program is to build children's self reliance when involved in both positive and negative peer relationships. A self-reliant child is confident in his or her relationships.

The six-session program helps children gain more satisfaction and pleasure from peer relationships. It also helps children resist the temptation to engage in antisocial or dangerous behavior. Perhaps most important, the program encourages children and parents to talk about their experiences and concerns regarding peer relationships.

Thanks to the support of the Employees' Con-Trib Club members, this innovative program is now being offered to 8,000 fifth-grade students in the San Diego Unified School District.

## Good Luck To Our Recent Retirees

Best wishes and good luck to General Dynamics' employees who retired in November and December.

Name (Classification)	Years of Service
<b>November</b>	
Guy Buckner	
Missile Electrician	29
Leroy Carter	
Router Operator	17
Robert Doolittle	
Financial Specialist	27
Walter Duzyk	
Tool & Operations Planner	35
Richard Freedman	
Engineering Specialist	33
Earl Gordon	
Engineer	29
John Hanson	
Machine Parts Straightener	32
Walter Harrison	
Engineering Specialist	3
William Kinney	
Engineering Specialist	37
Dorothy Mandell	
Inspector - Quality Control	29
Samuel Milazzo	
Engineering Writer	3
Vernon McKerrihan	
Molded Plastics Tool Builder	35

## Pre-supervisor Program Continues This Month

In association with San Diego City College, Convair will offer The Pre-supervisor Training Program for employees interested in learning about supervision. With the eight-course program you receive college credit and become eligible for a Certificate of Achievement. Classes will be held at Lindbergh Field two nights a week. Times and dates will be announced later.

Employees who have been enrolled in the program during the past two years and have completed all eight courses must petition the College for the certificate to be issued. Ken Biccum of Educational Services will assist you in this process. His extension is 38653. If you still have one or more courses to complete you may complete the certificate requirements through this program.

The *Weekly Log* will keep you posted on specific details.

## Congratulations, Graduates

Congratulations to **Bill Burks** who received his master of science in logistics from National University and to **Bill Traganza** who finished at San Diego State University with a master of science in mechanical engineering.

Bruce Morton	
Engineering Writer	10
Richard Roberts	
Launch Service Technician	26
Lewis Ross	
Engineering Documentation	3
Richard Rowe	
Operations Supervisor	32
William Sager	
Milling Machine Machinist	26
Edwin Smith	
Truck Driver	36
Harry Strange	
Engineering Specialist	3
Tibor Szenasi	
Engineering Specialist	1
Norman Wilkey	
Senior Engineer	14
William Wise	
Plant Services Director	37

## December

Elmer Bryson	
Missile C/O Mechanic	19
Clifford Goulet	
Duplicating & Profile Mach.	17
Doris Hawkesworth	
Control Clerk - WC	35
Kenneth Mallison	
Calibration Technician	31
Francis Sottile	
Configuration Mgmt Specialist	5
David Triplett	
Engineering Specialist	19

## New Charge Numbers for Training During 1988

Audit of the weekly Labor Expenditure Report shows some incorrect charge numbers used to account for training. All numbers issued for 1987 are invalid for use this year. All charge numbers for training of direct charging employees are issued and controlled by the functional department's training coordinator. Please do not use any charge number that is not received from your coordinator. They will reissue appropriate training labor charge numbers for direct charging personnel.

## It's Never Too Late To Say Thanks

Thanks to the Employees' Con-Trib Christmas Family Program, General Dynamics employees and their families received clothing, food and money to make their holidays happier. A special thanks to the employees in Production Engineering, Engineering Test Support — Convair and Space Systems, Engineering Test Lab. Your generosity reflects the true spirit of Christmas.

## Employment

For the week ending January 22, 1988, Convair Division employment was 8,285; Space Systems Division employment was 3,117.

*Published by General Dynamics Convair & Space Systems Divisions*

## Atlas 54E Successfully Launched from VAFB

Atlas 54E successfully launched the Air Force Defense Meteorological Satellite Program (DMSP) S-8 spacecraft into a 450 nautical mile, sun-synchronous orbit on February 2 at 9:53 PST from SLC-3W at Vandenberg Air Force Base. This was the fourth of six DMSP spacecrafts identified to be launched on an Atlas E vehicle.

The spacecraft was manufactured by RCA/Astro-Electronics under contract with the Air Force. It provides an economical and stable platform for the advanced instruments used in making measurements of the Earth's atmosphere, its surface, its cloud cover and the proton and electron flux near the Earth.

The spacecraft was placed in orbit by a Block 5D-2, 3-axis stabilized inertially guided state, also manufactured by RCA, consisting of Reaction Control Equipment (RCE) and an Apogee Kick Motor (AKM) TEM-364-15.

The launch vehicle, Atlas 54E, was originally manufactured by the Convair Division as an operational weapons system and delivered to the Air Force in June 1961. After serving in operational status and storage through 1984, Atlas 54E was modified, refurbished and delivered to the Air Force Space Division in March 1986 as a space launch vehicle assigned to launch the Air Force DMSP-8 Mission.

## Update on Convair Labor Recording Training

All employees are required to record their labor accurately. It is essential, therefore, that we attend labor recording training. Training ensures accurate recording and billing of the division's labor costs.

New recording training is available at Convair through:

- **New Employee Orientation** — Kearny Mesa — every other Monday for salaried employees located at Kearny Mesa and Lindbergh Field and hourly employees located at Kearny Mesa; Lindbergh Field — monthly for hourly employees located at Lindbergh Field and Plant 19.
- **Standards of Business Conduct** — Quarterly, announced in the *Weekly Log*.
- **Special Requests** — Call Gail Turner, 24675.

It is supervision's responsibility to ensure that their employees receive labor recording training. For information on New Employee Orientation, please call 39955 at Kearny Mesa or 22362 at Lindbergh Field.

Direct charging employees attending classes must obtain the appropriate charge number from their functional department training coordinator prior to class.

## Security Reminder

Industrial Security is required to maintain accurate records of all security container locations situated throughout the Division. This is necessary to ensure that each container is inspected during off-shift hours by Plant Protection, as required by DoD Security regulations.

Employees are reminded that only Facilities Management personnel are authorized to move these containers. Movement of containers to off-site facilities must also be coordinated with Industrial Security to ensure that security requirements are met.

For more information on storage containers, refer to Chapter 10 of the Convair Security Manual.

- Battle Management
- IDMS
- Auto routing algorithms
- Computer graphics
- Expert systems/artificial intelligence
- Mission planning project managers

### Signature Technology Supervisor

#### Structures and Design

- Carbon/Carbon & Ceramics Compositor

#### Test and Evaluation

- Instrumentation

#### Avionics

- Electromagnetic-X Engineering
- Hybrid Engineering

#### Manufacturing

- Industrial Engineering
- NC Programming (5-axis)
- Material handling

#### Structures and Design

- Liaison Engineering

#### Other Professional Positions:

##### Estimating

##### Manufacturing

- Program Timing Coordinators/Master Schedulers
- Senior Buyers
- Senior Subcontract Administrators
- Technical Marketing

Evelyn Cain, The Great Talent Search coordinator, is available to make 10-15 minute presentations on our referral program to employees during staff meetings or other assigned times. To schedule a presentation or to receive additional information, please call 39500.



## Employee Referral Program Issues Job List, Offers Presentations

The Great Talent Search, Convair Division's employee referral program, lists eligible positions for referrals based on departmental requirements. These positions include three categories — Critical needs; engineering, science and management; and other professional positions. Following is a list of current job requirements.

### Critical Needs

Engineering specialists in:

#### Manufacturing

- Manufacturing Engineering
- Composite Engineering

#### Systems Engineering

- Systems Integration

#### Advanced Systems

- EO
- RF

#### Systems Analysis

- Mission Planning

## Employee Assistance Moves to Century Park

The Employee Assistance Program has moved to Century Park, building 5. The new extensions are 47272 or 47273. The new mail zone is C5-1330.

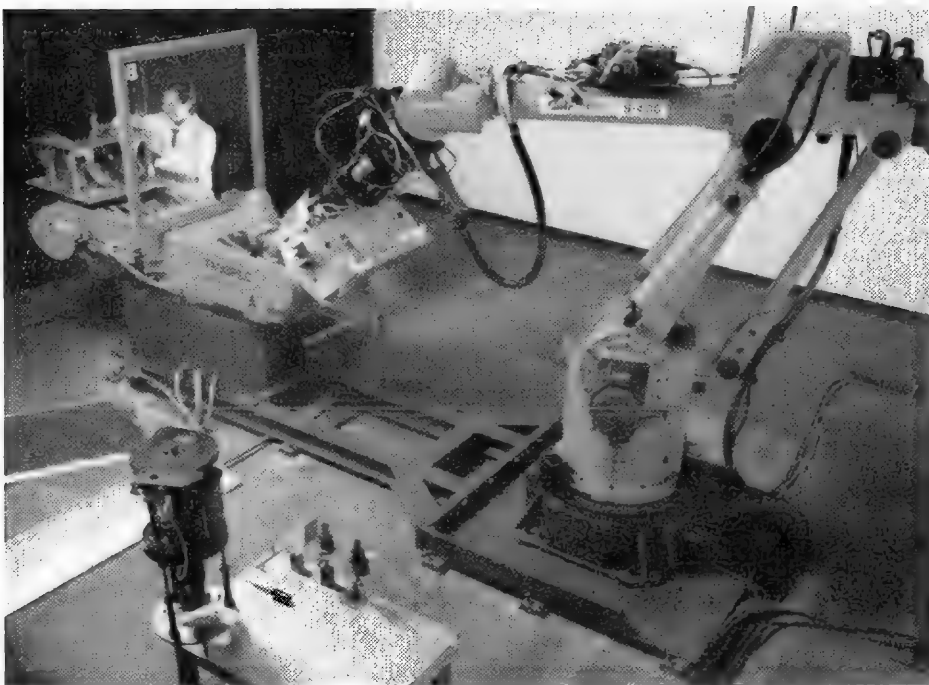
# We're Spotighting . . . Zuraida Davis and Terri Martin

## What Would You Do With 2,000 Hours?

Whether or not it was planned, Convair's Zuraida Davis spent 2,000 hours hand embroidering this Veterans of Foreign Wars Seal. The handiwork is stitched so finely and precisely you'd think it was machine done. But Zuraida's coworkers can attest that she spent many break and lunch periods working on this colorful masterpiece.

Zuraida, an engineering electronics fabricator in the Avionics Development laboratories, has been a member of the Ladies Auxiliary to the Veterans of Foreign Wars for two years. After this exquisite piece of work is blocked and cleaned, it will be framed and hanged in her chapter's branch.

**Ten of the 880 Fingers Tickling the Ivories** on the grand pianos during the spectacular Super Bowl half-time presentation belonged to Space Systems' own, Terri Martin. Terri is a program control analyst in Engineering Material Support. She heard about the auditions and competed against 300 talented players at San Diego State University. Each "hopeful" had to play Grieg's Concerto, a boogie-woogie piece and a popular song of their choice. Years of practice paid off for Terri; she has been playing the piano since she was six.



*DROBOT, a technology modernization robotics system, is being installed at our Lindbergh Field manufacturing facility in building 1. Once operational, DROBOT will automatically drill pilot holes in machined parts. This new system will improve quality and enhance productivity. DROBOT was developed through the Technology Modernization Program, cosponsored by Convair and the United States Air Force. Russell Peterson is the project engineer.*

## Teleconference Videos Available For Use

Last year Space Systems Division sponsored two teleconferences in the *Pioneers of the High Frontier* series for the San Diego County and City School Systems. The teleconference features Space Systems employees and former astronauts. Videotapes are now available for our use.

Each tape lasts an hour-and-a-half. The programs are designed for viewing by children in kindergarden through the twelfth grade, but provide interesting viewing for adults. Several copies are also available for General Dynamics employees through a check-out system with the security guard in building 2 at Century Park, ext. 77700.

The following are highlights of the tapes: Videotape 2: **Pioneers of the High Frontier - The Future:** The program was broadcast live from the KPBS studios in San Diego on November 4, 1987 and featured veteran astronaut Wally Schirra, the only astronaut to go into space aboard Mercury, Gemini and Apollo spacecraft. Dr. Alan Lovelace, Corporate Vice President and General Manager, General Dynamics Space Systems Division, and Dr. Bruce Cordell, Space Scientist and Writer, General Dynamics Space Systems Division, also discussed high frontier concepts.

Videotape 3: **Pioneers of the High Frontier - The Past:** This program was broadcast live from KPBS studios in San Diego on December 10, 1987 to commemorate the fifteenth anniversary of the Apollo 17 mission and the end of the Apollo era. The program features the Apollo 17 crew - Eugene Cernan, Ronald Evans, and Harrison Schmitt, the last crew to visit the moon.

## Oops!

Last week, the *Weekly Log* ran a story on Travel Accounting's move to Rancho California and new charge numbers for training, but inadvertently forgot to mention which division was affected. Both stories should have referenced Convair Division.

In our tribute to Space Systems' Employees of the Year Nominees (January 25, 1988), we incorrectly associated Ned Cross, senior engineering specialist with Titan/Centaur. He works in Production.

Thank you for bringing this to our attention.

## Employment

For the week ending January 29, 1988, Convair Division employment was 8,242; Space Systems Division employment was 3,117.



Published by General Dynamics Convair & Space Systems Divisions

## Space Systems Gets Tri-Service Validation



Brigadier General Gorham B. Stephenson, Controller, Headquarters AFSC, presents the C/SCSC Tri-Service Validation for Development Programs to Russ Thomas (left) division vice president and Titan/Centaur program director, and Dr. Alan Lovelace, General Manager, Space Systems.

Last month, Space Systems Division received the Cost/Schedule Control System Criteria (C/SCSC) Tri-Service Validation for Development Programs. The validation is awarded to corporations that have successfully implemented a Performance Management System according to stringent Defense Department instructions commonly known as "the criteria." The award was presented by Brigadier General Gorham B.

Stephenson, Controller, Headquarters Air Force Systems Command at Andrews Air Force Base.

The Performance Management System reviewed by the Air Force team was the Space Systems' Integrated Management System (SIMS II-D/P) as it applied to the Titan/Centaur contract. The same review team is scheduled to return next month to evaluate SIMS II on the Production Phase.

## Employee Survey Year-End Summary Report

Corporate headquarters has compiled an Employee Survey Summary report, which discusses General Dynamics' corporate-wide survey action plan. Here are some excerpts from that report. The *Weekly Log* will keep you informed on the progress.

### Decision Making/Management Style

- Delegation of authority has shortened approval cycles. Divisions have greater authority to make commitments to customers and vendors and with consulting firms.

**Still to come:** A procedure for delegation of authority during management absences will be issued.

### Public Relations and Company Image

- Each division established a community relations/contributions function with a full or part-time coordinator.
- An advertising firm was selected and a national campaign was launched in print media in August, featuring a series of company image ads around the theme "General Dynamics — A Strong Company For a Strong Country."

**Still to come:** A company brochure is under development for use with customers and local community activities. A national television campaign begins this month. The commercials will air during ABC's winter Olympics coverage and election specials.

## SSIP Reminder

Employees may make percentage and/or option changes to their Stock Savings Investment Plan up through February 29. Employees with one year of continuous service or more have until the 29th to enroll in SSIP.

All changes and applications must be turned in by February 29 and will become effective the first full pay period in April. Change forms and applications are available in the Employee Benefits offices at Kearny Mesa, building 8, and Lindbergh Field, building 16.

## Precious Metal Awareness Presentation

Platinum, gold and silver are precious metals found in parts, supplies and equipment used at Convair and Space Systems. Our plating labs, photo labs, assembly areas and material review cribs generate large amounts of excess or scrap metal components. These materials are collected and eventually refined and reused.

A precious metal awareness program will be presented by Property Administration at Lindbergh Field on February 18 at 9:30 a.m. in building 14, room 6, second floor. On February 19, the presentation will be held at Kearny Mesa at 9:30 a.m. in building 3, Finance conference room, third floor.

The class lasts one hour. If you'd like to attend, please have your supervisor call Mike Henson at 75686.

## Space Systems Material Center Completed

Construction on the Space Systems Material Center facility at Plant 19, building 1 is now complete. Receiving, shipping, packaging and traffic are now fully operational and under the responsibility of the Space Systems Division Material organization.

Accordingly, all incoming and outgoing shipments and receiving traffic correspondence should be directed to Plant 19, building 1, mail zone 98-7760.

The work of the individual still remains the spark that moves mankind ahead.

— Igor I. Sikorsky (1889-1972)  
National Engineers Week  
February 21-27, 1988



Bobbie Alex (center) from Medical and Anne Burton from Safety are among the HR employees who joined George Roos at their first departmental breakfast.

## Employee Survey Update

Employee Survey action is taking place. For example, Convair employees in Human Resources were concerned that not enough interaction between management and employees was taking place. To address this

concern, George Roos, division vice president, is hosting breakfasts in the Executive Dining Room. At these breakfasts, employees from different HR functions have the opportunity to meet each other and discuss issues within their departments.

## January Retirees Bid Adieu

Best wishes for a happy retirement to General Dynamics employees who retired in January.

Name (Classification)	Years of Service
Charles Allen	
Jig & Fixture Builder	37
Mary Arestad	
Material Analyst	23
Tony Asaro	
Aircraft Assembler	36
Eugene Botticelli	
Instrumentation Machinist	27
Robert Brooks	
Material Analyst	33
Charles Camp, Jr.	
Missile Final Assembly	32
Morgan Christian	
Drill Press Operator	8
James Davis	
Missile Mechanic, Electrical	34
Joseph Dragonetti	
Facilities Engineer	28
Theodore Felber	
Engineering Specialist	3
Robert Finley	
Special Projects Mechanic	13
John Gabriel	
Manufacturing Dispatcher	45
Jack Gage	
Group Leader	35
Daniel Gray	
Engineering Specialist	20
Leroy Harris	
Production Planner	32
Robert Harvey	
Mockup Tooling Builder	37

Mollie Hashiguchi	
Secretary	26
Joseph Ingles	
Design Drafter	9
James Jones	
Launch Service Mechanic	29
William Kirby	
Grinder Operator	15
Kezso Kozmary	
Engineering Specialist	29
Paulene Kreuer	
ID Marking — Painter	8
William Linder	
Configuration Mgmt Spec.	35
Ruth Lindsay	
Copy Machine Operator	30
Lester Marr	
Engineering Research/Devel.	40
Paul McGraw	
Aircraft Assembler S&S	20
Elbert McInvale	
Engineering Test Technician	36
Hildegard Mehuron	
Staff Secretary	30
Joseph Mehuron, Jr.	
Engineering Specialist	26
Ronald Mikkelsen	
Engineering Specialist	31
Minoru Monji	
Group Leader	36
Frank E. Moore	
Honed Surface Mechanic	20
Juan Morales	
Missile Painter	40
Roy Overy	
Manufacturing Dispatcher	31
Kenneth Parks	
Aircraft Assembler S&S	19

Mary Pearce	
Console Operator	42
Richard Perkins	
Console Operator	34
Sam Poulakidas	
Group Leader	31
Frank Robinson	
Manager QA	18
Albert Seitz	
Tooling Inspector	39
John Serafin	
Project Engineer	29
Billy Shepard	
Plumber	16
William Sherman, Jr.	
Tool & Die Maker	45
Daniel Tucker	
Mfg. Engineer Analyst	41
Vernon Wiltse	
Precision Parts Inspector	32

## Bulletin Board

**NMA Convair Chapter** is offering scholarships to eligible dependents of General Dynamics Convair Division and Data Systems — Western Center employees. Eligible students must be high school seniors (or no more than one semester out of high school) and maintain a high scholastic average.

Applications are available at Employee Benefits, Educational Services or through Barbara Fager at 39937. Scholarships will be awarded in May during the Convair Chapter dinner meeting.

**Dynamics Toastmasters** will hold an eight-week "Speechcraft" class on Thursdays beginning March 10 in room C at the CRA from 5 to 7 p.m. The class runs through April 28. Enrollment is limited to 10 participants and costs \$10. For more information, contact Ed Collier at 279-6730 or Reed Heimbecher at 49800.

**NMA Space Systems Chapter** is offering a nutrition seminar on February 18 and a seminar on determining the market value of your house on February 23. If you're interested in attending the nutrition seminar, contact Candy Giandana at 38848. The house seminar contact is Catherine Gomezplata at 78479.

**NMA Space Systems, Convair and Electronics Chapters** are offering the fourth presentation in the Quality Series on Thursday, February 18 in building 26 in the MIC-RTDS Conference Room from 4:30 to 6:30 p.m. *This Is NUMMI*, a video which discusses the joint auto assembly venture between General Motors and Toyota, will be shown. There is no fee for the presentation. For reservations, contact Andy Molnar at 73314 or Caroline Harbeck at 38624.

## Employment

For the week ending February 5, 1988, Convair Division employment was 8,192; Space Systems Division employment was 3,149.

*Published by General Dynamics Convair & Space Systems Divisions*

### Air Force Plant 19

### Park in Midway Lot During Mock Inspection

The recently signed INF treaty authorizes the USSR to inspect designated military and defense locations throughout the U.S. One of these locations is Air Force Plant 19.

In preparation for the real inspection, a mock inspection will take place on Wednesday, February 24. The inspection team will be headquartered in trailers between Plant 19's buildings 2 and 4. During the mock inspection and during the actual inspection, the plant will be closed to all vehicle traffic. All truck traffic will be diverted to Lindbergh Field. Employees must park in the Midway Parking Lot during this mock inspection.

### Space Systems DIS Inspection Rescheduled

Space Systems was informed by the Defense Investigative Service that its facility inspection has been tentatively rescheduled for the week of March 21. Your cooperation is appreciated.

### We Proudly Salute You, Engineers

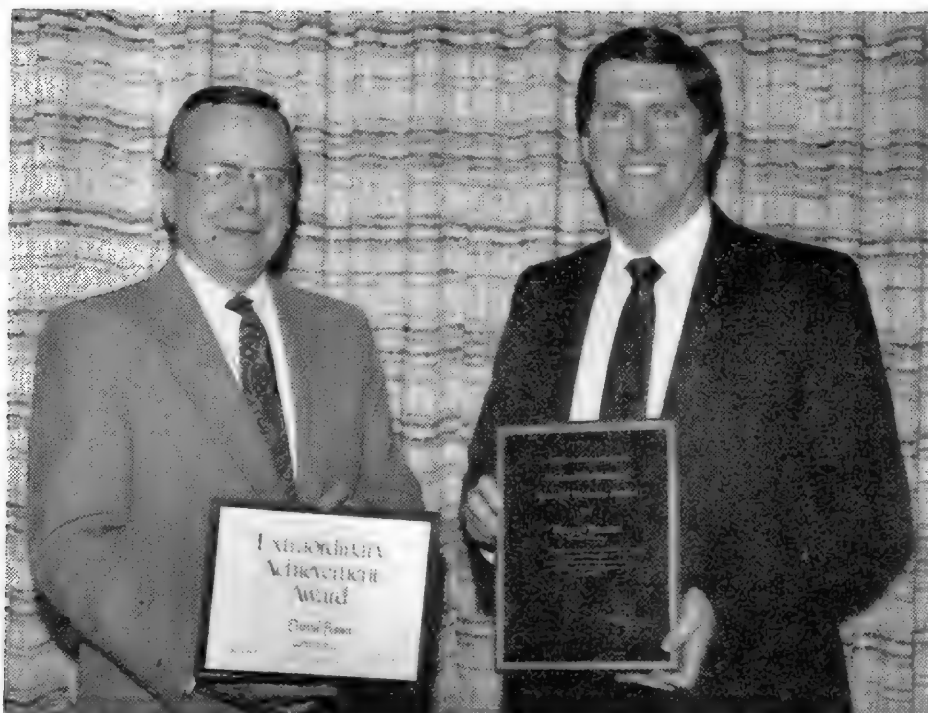
*by Linda Loffredo*

This week, engineers nationwide celebrate the 38th annual National Engineers Week. Convair and Space Systems Research and Engineering departments join together to proclaim our engineers' important accomplishments and their significant contributions to General Dynamics.

This is a time for Americans everywhere to consider how the nation's 1.6 million engineers have improved the quality of our lives. The theme for the week, "Engineers: Turning Ideas Into Reality," reminds us that from light bulbs to lasers, engineers design, build and manufacture goods that affect us every day.

Engineers have also made tremendous contributions to our technological advancement. They turn ideas into realities for everyone's benefit.

For this, Engineers, we salute you.



For several years, Corporate office has conducted a competition among General Dynamics divisions to recognize individuals who have made outstanding contributions to small/disadvantaged businesses. For four consecutive years, Convair has been recognized for its outstanding support.

The 1986 Honorable Mention Minority Business Award went to senior buyer Darryl Baum (right). He was recognized for helping minority-owned firms increase their business opportunities with General Dynamics. Monty Dickinson, corporate staff vice president, Material, presented Darryl the honorable mention plaque and Convair's Extraordinary Achievement Award during a visit to the Division.



General Dynamics Electronics Division's new RF Subsystems brochure won several merit awards from the San Diego Chapter of the Society for Technical Communicators. Congratulations to (from left) Fred Farmer, Electronics, marketing and art direction; Dan Nash, Convair, photography; Doug Powell, Electronics, design and art direction; Tim Whitehouse, Convair, photography; and Dan Purviance, Electronics, writing (not available for photo).



## Telecommunications Welcomes Actor Cliff Robertson

Telecommunications personnel spent a few moments with actor Cliff Robertson (center), who stopped by the Kearny Mesa plant earlier this month. He was here to personally thank Convair general manager John McSweeney and Space Systems general manager Alan Lovelace for installing

AT&T's new phone system, System 85. Robertson is the promotional spokesperson for AT&T. The multi-million dollar contract is believed to be the largest single private telephone system ever sold in San Diego County.



Bob Byron (left), management systems specialist in Convair's Information Resource Management department, was a loaned executive to United Way for four months. As a loaned executive, Bob worked with companies to help them set up and conduct fund-raising activities to support United Way. Bob is shown here at an appreciation dinner with guests and Dick Neal, Ethics program director at Space Systems.

## Learn the Basics of SPC

Convair's Integrated Subcontract Management/Quality Assurance department will offer a 16-hour basic SPC course for General Dynamics employees interested in learning variable charting, attribute charting, problem solving and other SPC procedures. If you would like to attend, please send this form to Dr. Roy Dye at mail zone 92-3200. Watch for specific details in a future issue of the *Weekly Log*.

### I Would Like To Attend An SPC Course

- ☐ One night a week for four weeks ☐ Four hours a night for four nights  
☐ Eight hours on Saturday and Sunday

Name \_\_\_\_\_ Mail zone \_\_\_\_\_

Department number \_\_\_\_\_ Extension \_\_\_\_\_

## Pre-Supervisor Program Begins March 1

In cooperation with San Diego City College, Convair is offering the certificate program in pre-supervisory training. The program is designed specifically for people who want to become supervisors and includes eight three-credit courses. Upon completion, students are eligible to receive a Certificate of Achievement from San Diego City College.

Classes will be held every Tuesday and Thursday beginning March 1 from 4:30 to 7:30 p.m. in the auditorium in building 14 at Lindbergh Field. The first course is "Introduction to Supervision," instructed by Convair's Gary Mongelluzzo.

If you'd like to attend the program, please send your name, phone extension and mail zone to Ken Biccum at mail zone 33-1320. Early reservations will receive priority if class size must be limited.

## Bulletin Board

**Convair Toastmasters** invites you to join them on Wednesdays from 5 to 7 p.m. in room C at the Convair Recreation Association to learn how to improve your communications skills. For more information, call George Heller at 49398 or Jeff Warner at 74718.

**The Artificial Intelligence (AI) Working Group** will hold a brown bag meeting Wednesday, February 24 from 11:30 a.m. to 12:30 p.m. in the MIC Conference Room in building 77. A representative will discuss the Kee Connection, Intellicorp's newest AI software product. The meeting is open to anyone interested in AI and no working knowledge of AI is required. For more information, call Ginger Chadwick at 33813 or Vivien Steger at 74291.

## We're Sorry

Several months ago, in the interest of competitiveness, Convair bought new equipment to write and seal salaried employee paychecks. From the complaints we've received regarding the confidentiality of that process, it didn't work. We'll fix the problem using different equipment in two to four weeks. We appreciate your patience.

## Employment

For the week ending February 12, 1988, Convair Division employment was 8,186; Space Systems Division employment was 3,181.

*The Weekly Log is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Pat Gayton, 39955, or send them to MZ 11-1330.*  
 Managing Editor: Pat Gayton  
 Compositor: Dianna Rich



Published by General Dynamics Convair & Space Systems Divisions

# Walk America

## March of Dimes • Preventing Birth Defects

### March of Dimes Needs You

The fight against birth defects is an expensive battle. That's why the March of Dimes relies so heavily on its largest fund-raising effort — WalkAmerica TeamWalk. For the third consecutive year, all San Diego divisions are forming a WalkAmerica team, and our support will ensure a successful event.

WalkAmerica, a 32-kilometer (or as far as you want) walk around Mission Bay, will be held on Saturday, April 23. We'll join other teams representing businesses throughout San Diego. Last year we earned fifth place, raising more than \$7,500 for the March of Dimes.

How can you help this year? RSVP from the heart and say you and your family will walk with us. Just get a sponsor sheet and ask for donations or pledge money for each kilometer you walk. Sponsor sheets are available from TeamWalk coordinators at

Space Systems (Julie Lawrence, 77403), Convair (Pat Gayton, 39955 and Cal Samuels, 38049), Electronics (Paul Davis, 35113), DSD-Western Center (Karen Pritchard, 33701) and the Health Fitness Center (Amy Garfield, 39921). At Convair, sponsor sheets can also be picked up from NMA boosters.

If you're not a "walker" you can sign up as a volunteer during the event. Watch for more information on flyers, posters and future issues of the *Weekly Log*.

All walkers and volunteers from General Dynamics will receive a specially-designed General Dynamics T-shirt. Participants are also eligible for a variety of prizes.

Birth defects are the nation's number one child health problem. A quarter million babies are afflicted each year by one of more than 3,000 known disorders. With our help, March of Dimes can win the battle against birth defects.



**Bidders' Conference Held at Space Systems.** Last month, Space Systems Procurement held a bidders' conference to review 160 machine parts and sheet metal requirements used for the Titan/Centaur and Atlas/Centaur vehicles.

Because Space Systems had a large backlog of purchase authorizations, they required a quick turnaround on price quotations for selected parts. Suppliers at the conference responded to Space Systems' need by providing quotes within a week.

The conference also gave buyers like (from left) Space Systems' Mike Vilsack and Jack White the opportunity to meet suppliers, discuss current orders and receive brochures and facility lists.

### Employee Survey Update

Employee Survey action is taking place at Convair. Twenty-four more employee survey issues have been addressed since the last report in the *Weekly Log* on January 18. Some of these actions include Finance department breakfasts with the controller. The Art and Editorial department has begun refurbishing its area to improve working conditions.

With the continued effort and dedication demonstrated this past month, we will meet our goal to address all employee survey issues by September 1988.

#### Employee Survey Issues Progress Report

Department	Number of Issues	Number Addressed
Cruise Missile Office	22	5
ACM	5	4
Contracts & Estimating	23	9
Quality Assurance	18	9
Division Planning/ Facilities	8	8
*Research & Engineering	5	5
Operations	15	12
Program Development	5	4
ILS	4	3
Finance	16	10
Human Resources	60	46
Division Level Issues	37	19
<b>Totals</b>	<b>218</b>	<b>134</b>

\*For Research and Engineering, this number represents five categories of issues. Under each category, several issues have been identified and action plans developed to address them. For example: Category: Inadequate access to computers; Issue: Not enough PCs in area; Action: Received 16 PCs from IRM.

2/19/88

### Be Warned: Prop 65 Is Here

The impact of Proposition 65, a new California law requiring employers to post health hazard warnings, can be seen at all San Diego divisions today. Signs and notices displayed at all facilities not only provide warnings, they will help familiarize us with safety precautions when handling hazardous material.

The signs will enhance our current Hazard Communication Training Program, which ensures that employees are trained to handle dangerous chemicals and compounds.

### For Your Information

Effective immediately, the Space Systems' Forms Management Program will be maintained by Karen Kemper at 66749. Her mail zone is V2-7153.



**Stork Delivers Triplets to the Robbins Family.** On October 6, 1987, Kyle, Trevor and Hayden (or is it Trevor, Hayden and Kyle?), were born to Pam and Tom Robbins. Pam's maternal grandfather was a twin, but the couple never dreamed they'd have triplets. Congratulations on your bundles of joy. Tom is a maintenance mechanic at Convair and has been with the company for four years.



## Former Employee Honored

John Stitt was a Convair employee for 25 years. When he retired in 1981, he spent the next two years building a Long Ez aircraft. The Long Ez is a unique fiberglass plane known for its fuel efficiency and speed. It was designed by the Rutan Company, makers of Voyager — the first plane to fly nonstop around the world.

John made his first flight on the Long Ez in 1983 from Brown Field. In order to carry passengers, John had to fly his plane 40 hours. Once certified, he made several cross country flights with family and friends.

One of John's bequests was to donate Long Ez to a museum, thus perpetuating his interest in flying. He wanted it to serve as an inspiration to others who shared his love of flying.

John died on October 12, 1986. In 1987, his wish was fulfilled when the Pima Air Museum in Tucson, Arizona received the aircraft.

Earlier this month, Convair employees, retirees, family and friends attended a formal dedication of the Long Ez in Tucson. The Stitt family wishes to thank all the people who joined them in recognition and celebration of John's accomplishment.

## Congratulations, Timothy O'Leary

Timothy O'Leary, technical buyer in Space Systems' Procurement department, recently received his Master of Business Administration degree from San Diego State Uni-

versity. We're proud of his accomplishment.

If you or someone you know has recently received a degree, we'd like to share the good news. Please send the information to *Weekly Log*, mail zone 11-1330.



## Boyd Receives GD Minority Business Award

Last month during a visit to Space Systems' Eastern Space and Missile Center (ESMC), Herb Rogers, president and chief operating officer, General Dynamics, addressed an all-hands meeting. He highlighted Corporate philosophy and planning regarding our launch vehicle programs.

Al Boyd (left), technical buyer, was one of the employees who attended the meeting. Little did he know that Rogers would end the meeting by presenting him with the 1987 General Dynamics Corporation Minority Business Award.

"I'm proud of the great people that we have to work with, and I appreciate all the help," said Boyd.

Also in attendance were general manager Dr. Alan Lovelace and Space Systems staff members Russ Thomas, Bill Phillip and Bob Martin. They reviewed ESMC launch facilities and operations before the Titan IV vehicle roll-in ceremony.

## Bulletin Board

**Mutual Fun Toastmasters** invites you to join them on Tuesdays from 5:15 to 7:00 p.m. beginning March 8 in room C at the Convair Recreation Association facility. Learn how to improve your communications skills! Enrollment is limited to 10 people. For reservations, call Joyce Smith at 77352 or Ken Miller at 77216.

**NMA Space Systems Chapter** is holding a seminar on how to build a positive body image and self concept for professional and personal success. The seminar will be held on Tuesday, March 8 from 5 to 8 p.m., in the MIC room on the first floor in Century Park's building 1. Cost is \$15 for members, \$30 for non-members. For more information, contact Larry Lutsky at 77414.

## Employment

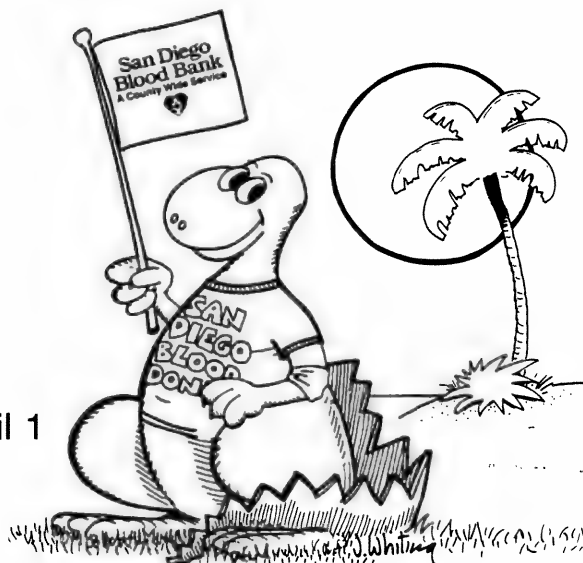
For the week ending February 19, 1988, Convair Division employment was 8,186; Space Systems Division employment was 3,201.

*Published by General Dynamics Convair & Space Systems Divisions*

## Don't Become Extinct

Be a Blood Donosaur at the Blood Drive for Convair, Space Systems, and DSD-Western Center

March 28 — April 1



Watch for reservation details in the next Weekly Log.

## Hujsak A Patented Success

Ed Hujsak has received patents on ten inventions and has several others under review by the Patent Office. His newest invention is entitled "Recovery System For Rocket Engine" and was recently filed with the U.S. Patent Office.

As the name states, Ed's idea makes it possible to recover expended rocket engines from space. His recovery system has tremendous cost savings potential, since rocket engines are sometimes more expensive than 50 percent of the entire vehicle.

The invention encloses the engine in a protective sphere, which can survive reentry into the Earth's atmosphere. Reminiscent of Gemini and Apollo flight capsule recoveries, parachutes slow the engine's descent. It can then be snatched from the air or picked up in the ocean.

Ed is the chief engineer on the Adaptable Space Propulsion System at Space Systems Division. Congratulations!

## What's In A Name Contest

Space Systems Division needs a name for its upcoming division newsletter. Any ideas? Submit them, along with your telephone extension, to Linda Loffredo, MZ C2-7145. Look for more details about the contest prize and when Space Systems will publish its first newsletter.

## Walk America TeamWalk

Saturday, April 23  
At Beautiful Mission Bay  
Pick Up Your Sponsor  
Sheets Today From  
Coordinators:

- SS — Julie Lawrence, 77403
- CV — Pat Gayton, 39955  
Cal Samuels, 38049
- EL — Paul Davis, 35113
- DSD — Karen Pritchard, 33701
- HFC — Amy Garfield, 39921



## Please Be Aware

Property Passes (Form 5100) cannot be used to ship property from Convair Division to other General Dynamics divisions, vendors, military installations or subcontractors. Please use the proper shipping documentation when shipping government property or Convair-owned property. For more information, see section A5, "Storage and Movement," in the Property Management Manual or call Property Administration at 74140 or 74299.

## Personnel Hotline Numbers

Convair ..... 39528  
Space Systems..... 78990

## New Hours for Employee Benefits at LF

Employee Benefits office hours at Lindbergh Field have been expanded to accommodate our needs. The new hours are:

Monday, Wednesday, Friday—7:30–11:30 a.m. and 12:30–4 p.m.

Tuesday—9:30–11 a.m. and 12–3:30 p.m.

Thursday—7–11 a.m. and 12:30–3:30 p.m.

## Malec is Convair's FSC Liaison

Travel Accounting and Accounts Payable have recently moved to the Financial Services Center (FSC) in Rancho California. For normal business activities, employees should call FSC Travel Audit at 42731 and FSC Accounts Payable at 42740.

Ginger Malec is Convair's accounting liaison with the FSC. If you have problems with accounting functions transferred to FSC, please contact Ginger at 24649 or 42764.

## Housekeeping Update

### We Take Pride In Our Workplace

If you haven't seen Air Force Plant 19 lately, you're in for a treat. Convair's housekeeping team swept through the plant and removed trash, excess furniture and approximately 800 pieces of equipment. To remove and dispose of this "excess" required seven flatbed trailers and 25 large dumpsters. This overall effort is an example of what can be accomplished when we recognize poor housekeeping and commit ourselves to higher standards.

## Best Wishes, Retirees

A fond farewell to these General Dynamics employees who retired in February.

<b>Name (Classification)</b>	<b>Years of Service</b>
Andrew Aguirre	
Process Control Technician	40
Charles Bashaw	
Office Equipment Mechanic	18
Thomas Berry	
Senior Financial Analyst	29
Lloyd Birse	
Group Leader	48
Herbert Boyd	
Truck Driver	30
Dorman Bresse	
Sheet Metal Finisher	27
Opal Campbell	
Tool Crib Attendant	12
William Cardinal	
Launch Service Technician	30
Lavern Chew	
Management Assistant	33
John Colbert	
Group Leader	32
Robert Craig	
Engineering Specialist	36
Billy Cummings	
Engineering Specialist	35
Georgeanna Dawson	
Aircraft Assembler	18
Nita Demopoulos	
Time Auditor	27
James Dibble	
Milling Machine Machinist	7
Joy Dillow	
Staff Secretary	32
Ivan Endicott	
Group Leader	47

Lewis Engbreghof	
Software Engineer	26
Carlos Esquivel	
Aircraft Assembler	38
Roy Farrar	
Duplicating & Profile	
Machine Operator	32
William Felton	
Group Leader	40
Charles Fitzpatrick	
Crane Rigger	36
Thomas Fleck	
Engineering Specialist	34
Marion Fouquette	
Text Processor	28
Wayne Groesbeck	
Senior Engineering Specialist	28
William Hammond	
Senior Engineering Specialist	39
Blair McGranahan	
Technical Illustrator	32
Leroy Menches	
Senior Engineer	34
Ronald Nelson	
Duplicating & Profile Machinist	32
Donald Nevinger	
Engineering Specialist	9
James Parr	
Senior Engineer	32
James Pate	
Senior Estimating Specialist	35
Samuel Pountney	
Senior Engineer	32
Georgette Rankin	
Mfg Engineering Analyst	35
Raymond Richmond	
Model Builder Wind Tunnel	26
Mildred Robinson	
Secretary	1 1/2

Joseph Rose	
Facilities Drafter	36
Joseph Schwartzberg	
Tooling Processor	28
Elaine Shields	
Logistics Administrator	30
Frank Signorelli	
Senior Project Engineer	36
James Snyder	
Project Coordinator	35
Roy Sommers	
Manager Product Support	39
Gladys Speed	
Staff Secretary	34
Samuel Stoltzfus	
Tool & Operations Planner	8
James Sylvester	
Group Engineer	31
Curtis Tyree	
Grinder Machinist	36
Mary White	
Staff Secretary	32
Donald Wilcox	
Engineering Specialist	26
Richard Wyckoff	
Mockup Tooling Builder	32
Gerald Harrison	
Group Engineer	29
Kazuyuki Hiroshige	
Senior Tech Staff Member	36
Joe Jingle	
Launch Service Mechanic	15
Charles Knight	
Senior Engineer	31
Richard Landress	
Technical Supervisor	30
Ralph Larkins	
Traffic Rate Clerk	29
Lee Roy Matthews	
Material Handler	25

## Bulletin Board

**NMA Convair Chapter** is offering scholarships to eligible dependents of General Dynamics Convair Division and Data Systems - Western Center employees. Eligible students must be high school seniors (or no more than one semester out of high school) and maintain a high scholastic average.

Applications are available at Employee Benefits, Educational Services or through Barbara Fager at 39937. Scholarships will be awarded in May during the Convair Chapter dinner meeting.

**NMA Convair Chapter** invites you to its Sports Night dinner meeting on March 17 at the Princess Resort. Social hour begins at 5 with dinner at 6:30. Ted Leitner, sports director for News Eight, is the guest speaker. Tickets cost \$12.50 for members, \$20.50 for nonmembers. Deadline for reservations is Monday, March 14. Tickets are available through NMA boosters.

**The Convair Recreation Association Health Fitness Center**, in conjunction with Medical Concepts, is offering a 27-point blood chemistry screening. "The Wellness Program" will be held on March

16 and 17 from 6:15 to 9 a.m. in the CRA Auditorium and the Lindbergh Field building 15 ID office. The cost for the program is \$25 and the results are strictly confidential. Call 39921 to register.

**The Artificial Intelligence (AI) Working Group** brown bag meeting will be held on Wednesday, March 9 from 11:30 a.m. to 12:15 p.m. in the MIC conference room in building 77. Ginger Chadwick will be the guest speaker. The meeting is open to anyone interested in AI and no working knowledge of AI is required. For more information call Ginger Chadwick at 33813 or Vivien Steger at 74291.

## Live and Breathe

Since January, a new program called Live and Breathe has helped many of our General Dynamics coworkers to quit smoking. Employees from Convair, Space Systems, DSD-Western Center and Electronics have already completed the first phase of the program and are now ex-smokers.

In an effort to ensure the health and well-being of its employees, General Dynamics will pay half the program cost. Em-

ployees pay only \$100 and may enroll a spouse for an additional \$50.

The program is designed around positive feedback and group support. Phase one consists of two sessions per week for four weeks. Phase two consists of three monthly follow-up sessions. The program is conveniently held at the Convair Recreation Association.

If you want to quit smoking and need the support, encouragement and skills provided by Live and Breathe, enroll in a class now. Please call the Health Fitness Center at 39921.

## Employment

For the week ending February 26, 1988, Convair Division employment was 8,165; Space Systems Division employment was 3,229.

*The Weekly Log is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions.*

Managing Editor: Pat Gayton  
Production Editor: Bob Trommetter  
Design/Layout: Bill Ferebee  
Compositor: Dianna Rich



*Published by General Dynamics Convair & Space Systems Divisions*

## Air Force Review Team Returns to Space Systems

In January, Space Systems was awarded the Cost/Schedule Control System Criteria (C/SCSC) Tri-Service Validation for Development Programs. The validation is awarded to corporations that have successfully implemented a Performance Management System, according to Defense Department instructions.

This week, the same review team is on site to evaluate Space Systems Integrated Management System (SIMS II) on the production phase, as it applies to the Titan/Centaur. All cost account managers and work breakdown structure managers will demonstrate their knowledge and understanding of the system.

The Review Team includes Captain Jim Rego, USAF, C/SCSC review director, Tony Finefield, review chief and 13 other team members. The review is being hosted by the Titan/Centaur Program Finance group, located in Century Park's building 2 on the first floor.

## Lt. General Thurman Praises GLCM Program

Convair's general manager John McSweeney recently received this letter from Lt. General William Thurman, who is the Commander of Headquarters Aeronautical Systems Division, at Wright-Patterson Air Force Base:

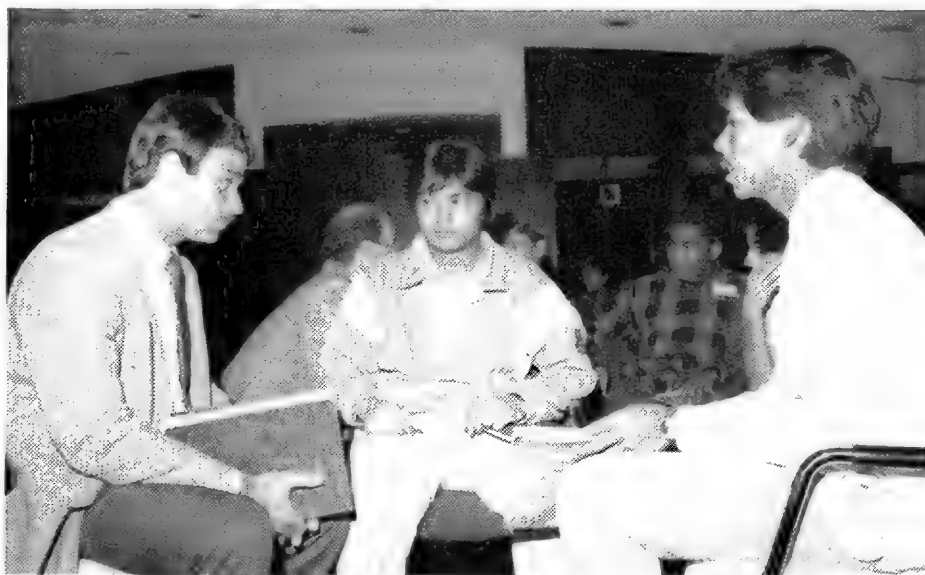
*"The success of the Ground Launched Missile (GLCM) Program is now a matter of record. Without the commitment of the Convair leadership and the dedication of the Convair work force, the mandated GLCM milestones would never have been achieved.*

*"The individual contributions of the Convair employees are numerous and significant, and I commend you all. I would like to especially recognize the performance of two individuals, Mr. Leon Thomas and Mr. Jack Wormer, for their extraordinary initiative, drive and resourcefulness. Both have been on the program since its initial stages. Both literally meant the difference between meeting and missing many of the key program milestones. Their performance has been a credit to themselves and General Dynamics Corporation.*

*"Our congratulations to Convair."*

Congratulations to the GLCM team.

## Happy Saint Patrick's Day!



*Career Day gave local high school students the opportunity to find out what it's like to be an engineer in the aerospace industry.*

## National Engineers Week

### Local High School Students Meet Future Challenges

During the 38th annual celebration of National Engineers Week (February 21-27), Convair and Space Systems divisions hosted a career day for local high school students. More than 115 students from advanced math and science classes at Samuel F.B. Morse High School and Hilltop High School, attended the informational event at the Kearny Mesa plant.

Convair engineers met with Morse students during the morning session and Space Systems engineers met with Hilltop students in the afternoon. These schools are the respective division's Adopt-A-School, sponsored by the National Management Association. The Adopt-A-School program is a partnership between public schools and

the private sector where students gain first-hand knowledge and experience with positive role models from the work place.

Both events opened with a video presentation highlighting division product lines. Presentations were made by Larry Nelson, director of Engineering Business Management (Convair), and Marty Winkler, vice president, research and engineering (Space Systems).

After the presentations, students broke into groups to discuss engineering opportunities and the stepping-stones along the way.

Virginia Foster, Morse High School principal, felt that Engineers Week Career Day was a great opportunity to influence the lives and career paths of young students. "Your time and your sharing is indeed invaluable," she said.

## Quality Products Are Corrosion-Free

Corrosion control and prevention are the responsibilities of all employees. The hardware we use to manufacture our products must be corrosion-free in order to deliver quality products to our customers.

Whether you handle, manufacture, assemble, schedule, move, store or inspect hardware, please be aware that the San Diego environment promotes corrosion. Unprotected metallic material, such as aluminum, corrodes quickly. The corrosion isn't always detectable.

You can ensure a corrosion-free envi-

ronment by protecting parts and material by adhering to applicable Handling and Packaging Standards, Douglas Process Standards, Manufacturing Operation Specifications and Standard Work Instruction data. Please do not allow material to remain unprotected.

A material handling hotline has been installed to report any material handling or corrosion problem within your area. At Lindbergh Field and Plant 19, call 27979; at Kearny Mesa and Sycamore Canyon, call 49309.

## What's a Blood Donasaur?

According to the San Diego Blood Bank, blood donasaurs are healthy creatures who migrate to the San Diego Blood Bank on a regular basis. Blood donasaurs, far from being extinct, are here at General Dynamics. Our employees help to make General Dynamics the largest private blood contributor in San Diego County.

Once again we're offering employees the opportunity to donate blood at the Convair, Space Systems and DSD-Western Center blood drive scheduled for March 28 through April 1. Our donations help the San Diego Blood Bank supply San Diego County hospitals' blood needs. Did you know that every seven minutes a person in San Diego County requires a blood transfusion?

For your convenience, Kearny Mesa employees can reserve a time by calling 73820; Lindbergh Field and Plant 19 donors can call 26555. Each donor receives a donasaur T-shirt. Please call today and reserve your time at one of the following locations:

### Kearny Mesa

Fire Station, March 28 & 29, 8 am-1 pm

### Lindbergh Field

Fire Station, March 30 & 31, 8 am-1 pm

### Plant 19

Trailer, Bldg 4 S/W, April 1, 8 am-5 pm

## DIS Inspection Begins Next Week At GDSS

Next week, Space Systems Division will undergo a comprehensive security inspection by the Defense Investigative Service (DIS). This critical inspection covers a wide spectrum of security-related issues.

DIS will be looking for general security awareness among employees, how we protect, control and store classified materials and other compliance with governmental directives and procedures.

Your cooperation with Industrial Security and representatives from DIS will be appreciated. If you have any questions, please call Industrial Security at 75325.

## New Numbers For Financial Services Center

Last week, the *Weekly Log* reported that Convair's Travel Accounting and Accounts Payable recently moved to the Financial Services Center (FSC) in Rancho California. However, the same phone extensions didn't move with them. Please make note of these new numbers.

For normal business activities, employees should call **FSC Travel Audit** at 42731 and **FSC Accounts Payable** at 42761. If you have problems with accounting functions transferred to FSC, please call **Ginger Malec** at 42760 or 24629. Ginger is Convair's accounting liaison with the FSC.

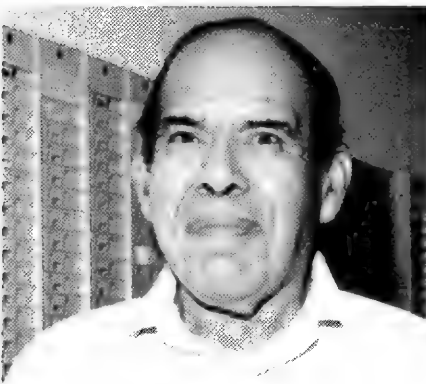
## On the Spot

### What changes or improvements have you noticed in your department as a result of the Employee Survey?



"I've noticed all kinds of improvements. There is more emphasis on keeping the employees informed through group meetings and how different policies affect employees. I have a better feel on how General Dynamics operates."

—Jeff Truesdell  
Estimating



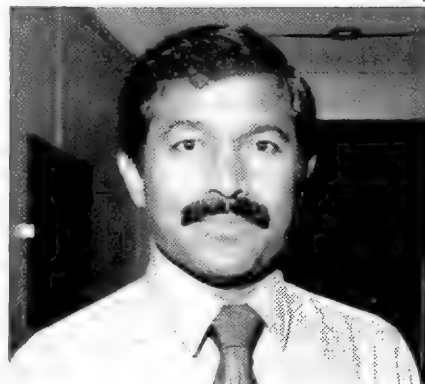
"We're getting more interaction between supervisors and hourly employees. Before if I wanted something done, I had to do it on my own. My supervisor is more responsive."

—John Viera  
Quality Assurance



"Efforts of management to get ideas and opinions of employees have improved. Groups have been meeting monthly. Mr. Veitch sent out memos on how increases are determined, which was an issue, and explained promotion policies."

—Robin Wenzel  
Contracts



"I see more written communications from the company — *Blue Sheets*, *Inside Engineering*. I feel the difference. They tell you what's going on with the survey, unlike the survey we took several years ago."

—Abe Parekh  
Structural &  
Mechanical Design

*Editor's Note: In our random selection of Convair employees, not all of our On the Spot responses were positive. Many employees said they didn't think anything was being accomplished in their departments. Some even felt the Employee Survey created more work for them. Others said they thought things would get better, but they haven't. Every attempt is being made to address all the issues revealed by the Employee Survey. We'll keep you posted on our progress in future issues of the Weekly Log.*

## Employee Benefits Is Here To Help

Employee Benefits would like to assist you with any problems you may have as a result of the administrative and procedural changes with the Greater San Diego Health Plan. Please call for assistance at 39909.

## Employment

For the week ending March 4, 1988, Convair Division employment was 8,154; Space Systems Division employment was 3,234.

*The Weekly Log is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Pat Gayton, 39955, or send them to MZ 11-1330*

Managing Editor: Pat Gayton  
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CONVAIR

## WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair &amp; Space Systems Divisions



Laurie Lott (Convair) and Nancy Kuhn (Space Systems) were selected as this year's TWIN Honorees.

### TWIN Honorees Named at Convair and Space Systems

Convair's Laurie Lott and Space Systems' Nancy Kuhn were recently selected as 1988 YWCA TWIN Honorees. TWIN (Tribute to Women and Industry) is a nationwide program of the YWCA. Its purpose is to honor successful women and the companies who recognize their abilities and offer them opportunities. Over TWIN's eight-year history in San Diego, 635 women have been recognized.

Laurie is the lead engineer for structure design of the BGM-109D, an advanced submunition dispensing cruise missile. She leads a technical team in creating the unique technology required for the design and development of the missile air frame.

Laurie was selected as Convair's TWIN Honoree specifically for her work on the payload module for the cruise missile. Her technical skill and leadership were crucial to the division in successfully creating significant additions to our country's aerospace defense. Laurie has been with the company for six and a half years and is a Civil Engineering graduate from Pennsylvania State University.

Nancy Kuhn is chief of forecasting information systems in Space Systems' Finance department. She is responsible for maintaining and improving the SIMS (Space Integrated Manufacturing Systems). She also investigates and implements major financial information systems.

Nancy is being honored for her involvement with the development, recommendation and implementation of SIMS. The realignment of the SIMS and WAP systems from Convair to Space Systems was Nancy's responsibility. This meant redefinition of the system requirements and programming. She also evaluated, prepared and presented this alternative Information Systems plan to management.

Nancy is an active volunteer in the community. She received her PhD in Business Administration from La Jolla University.

Laurie and Nancy will attend an awards luncheon in June that pays tribute to all TWIN Honorees from businesses throughout San Diego. Other program activities throughout the year will provide a network for Honorees to share their experience and inspire other women in industry.

### Attention Records Management Monitors

In accordance with Corporate Policy and Procedure 1-200 — Records Management, monitors have been assigned at Convair to help purge department files and archives and establish a legal retention period and media for documents. We are also required to establish systems that will help accomplish the task and evaluate the equipment that is available.

A study survey has been distributed to assist us in determining which system will be most valuable. If you are responsible for action on the Records Management Program and have not received a study survey, please contact Emmett Capossere at 75775. Please return the survey to him at mail zone 40-2510 by April 11.

### Calling All Donasaurs

There's still time to make an appointment to donate blood next week at the Convair, Space Systems and DSD-Western Center blood drive. Your participation makes it possible to provide replacement blood services to employees and eligible dependents.

Each donor receives a donasaur T-shirt. Please call now to make an appointment at one of the following locations:

#### Kearny Mesa — 73820

March 28 & 29, 8 a.m.-1 p.m.

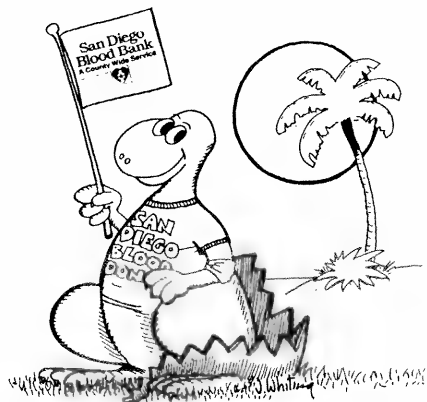
#### Lindbergh Field — 26555

March 30 & 31, 8 a.m.-1 p.m.

#### Plant 19 — 26555

April 1, 8 a.m.-5 p.m.

Direct charging employees at Space Systems and Convair will charge to 6293. DSD-Western Center employees will charge to account WAP 7199, Resource 9900.



# Walk America ★



*These fifth-graders from San Miguel Elementary School in Lemon Grove are our new Youth Leaders. In the back row, (from left) Rich Hammett, Peggy Crabtree, Miriam Servetter and Frank Patrick beam with pride; the program was a success.*

### **Community Relations**

### **Quality Assurance Supports Education Program**

Twenty fifth-graders from San Miguel Elementary School recently completed an eight-week program that could have a profound effect on their lives. The event is the Toastmasters International Youth Leadership Program, an informal course in the arts of communication and leadership. Simply put, these 10 and 11-year olds from the Lemon Grove School District learned the art of public speaking.

Their mentor is Rich Hammett. Eight years ago Rich started at Convair in the machine shop. Four years later, he joined Convair Toastmasters to develop his self-confidence. He is now project manager for Integrated Quality Systems in Convair's Quality Assurance department.

To encourage students to join the program, Rich addressed an assembly of fifth-graders explaining the merits and requirements of the class. The response was overwhelming. Principal Frank Patrick

made the final decision on who would participate.

During the eight-week workshop, Rich spent two hours each session teaching students how to prepare and present a speech. They also learned to conduct meetings, offer constructive criticism and evaluate their peers' speaking and leadership skills.

The prepared, structured format for the program, which is geared to sixth and seventh graders, was modified for the younger group. They did receive the important elements of the program, however. This included election of officers and conducting each session like a formal meeting. They also used a word of the week and an "aah" counter. The "aah" counter rings a bell every time a speaker uses aah in the context of a speech. They also learned to "speak on their feet" with table topics.

By the end of eight weeks the students had developed self-confidence and new interpersonal skills that will guide them throughout their lives. On March 9, Rich proudly presented the proteges to the Convair Toastmasters.

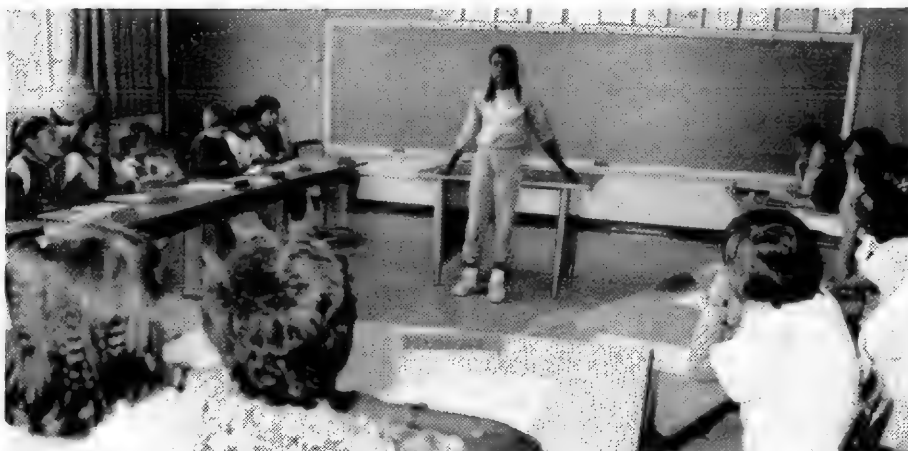
The 24-year-old club welcomed the students at its 1,183rd meeting. The class exhibited their newly acquired skills with prepared speeches on chocolate, Pandas, rubber, Parvo and Martin Luther King.

Rich didn't make orators out of these students by himself. He had plenty of help from Patrick, who as the school's principal, offered his undivided support. "He spent so much time with the kids," said Rich. "He made sure they understood their responsibilities. He was the catalyst between the kids and the subject matter."

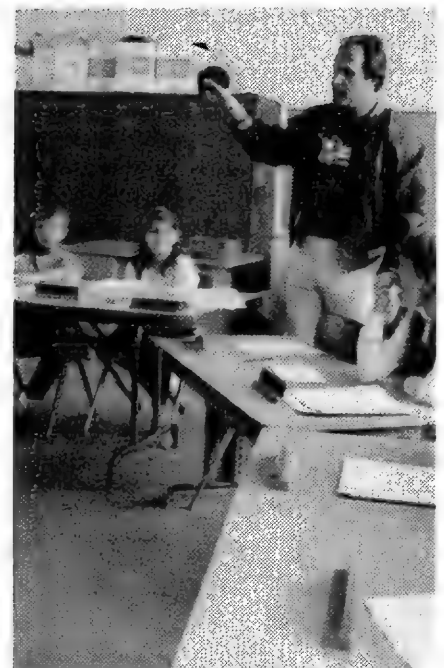
Peggy Crabtree, PTA president, was supportive of the entire program. She, along with the school's speech pathologist, Miriam Servetter, attended every session and participated with the children. Servetter said, "The kids complemented each other and picked up on everything. I'm proud of them."

Rich also appreciates the support he received from the vice president of Quality Assurance, Rudy Molina. "He was committed to the program. He wanted to know how the children were progressing. He knew how important it was for their development."

Before the evening was over, each student received certificates of completion and awards for a job well done. Patrick summed up the essence of the program by saying, "We don't know the immediate effect this will have on their lives. What we do in education is revealed much later. There have been marked changes in the children. We appreciate General Dynamics' support and of course, Rich's hard work."



*Reyna Hart quickly learned the principles of public speaking. Her speech opened with "How many of you will be wearing braces next year?"*



*San Miguel principal, Frank Patrick, responds to the table topic of the week: What is your favorite animal and why?*





Ron Bickel, Jack Swatling, Del Blondin and Bob McAnelly are members of Security's Investigations department.

### On the Job

#### Convair's Private Eyes

It's easy to tell what Jack Swatling has accomplished during his career; just look at his walls. They're adorned with certificates in fraud investigation, anti-terrorism, drug enforcement, police administration and other federal law enforcement agency programs.

In fact, at first glance you might think that Jack belongs in a Mickey Spillane private-eye novel. Instead, he's a senior investigator and unit leader of Investigations in Convair's Security department.

The unit was created in 1986 to conduct in-depth investigations into a variety of criminal activities which affect the company and its employees. Bob McAnelly, Del Blondin and Ron Bickel are the other investigators on staff. Their backgrounds are similar to Jack's, including service with federal, military, state and local agencies.

Our Investigations unit routinely handles matters involving theft of company assets and personal property, fraud and drug offenses. Last year, the unit investigated 430

cases which included sabotage, vandalism, extortion and assault. With a reported 89 thefts, more than \$192,000 in property was recovered.

Fraud cases have included misuse of phones, mischarging, padded expense reports and embezzlement. Drug abuse investigations are ongoing and several employees have been caught selling drugs on company property.

What happens when an investigation is completed? If the case concerns an hourly employee, the findings are reported to Labor Relations. Management Relations receives the findings for salaried employees. These departments are responsible for the disciplinary action which may include repayment, demotion and dismissal. Some investigations are referred to federal and local law enforcement agencies resulting in criminal convictions.

To be a successful unit, the Investigations team needs the cooperation and support of all employees. If you have information on misconduct or illegal activity, please call the Investigations unit confidentially at 38709 or 38171.

Allied Commander in Europe during World War II, Eisenhower led what may be the boldest military move in history — the D-Day invasion of Normandy. As two-term president of the United States, Eisenhower confronted his top advisors shortly after the war and prevented what might have been World War III.

Emmy-award winning actor E.G. Marshall portrays Eisenhower in the hour-long presentation.



Last year Susan Stoffel received a certificate of appreciation for her efforts in the March of Dimes WalkAmerica TeamWalk from Bernie Kulchin, Space Systems' division vice president of Human Resources.

### Join the Team for the March of Dimes

Susan Stoffel's shoes were definitely made for walking, especially when it comes time to support the March of Dimes. Susan, a material analyst in Space Systems, will once again do her part to battle birth defects when the WalkAmerica fund-raiser begins on April 23.

She's already signed up 140 sponsors, who have pledged money for each mile she walks. Susan knows how important sponsors are and she's grateful for their support.

"Our sponsors make the walk a success," she says. "Without their support, we couldn't raise the money we do."

This is the third consecutive year Susan will participate on General Dynamics' team. The first year it took her seven hours to complete the 32-kilometer (20-mile) walk around Mission Bay. Last year she did it in five hours and twenty minutes. Of course, speed doesn't count and you don't even have to walk the entire route.

The most important part of the event is the money we raise. In two years Susan has raised \$1,100 for the March of Dimes. This year her sponsors have already pledged \$1,000. How does she do it? "I ask friends, coworkers, church members, strangers and local businesses. I don't let the 'no's' discourage me."

Other General Dynamics employees and family members who will join Susan in the walk against birth defects are: Billy Finch, Donna Finch, Leslie Pally, Cal Samuels, Nancy Williams, Michael Streeter, Nancy Mumford, Jana Morton, Patricia Miller, Kelli Mahaffey, Daniel Mahaffey, Paul Co-

### KPBS Rebroadcasts "Ike" On Friday

Don't miss the KPBS presentation of "Ike" that airs Friday, March 25 on KPBS at 10 p.m. The program is funded by General Dynamics.

In his long and illustrious career, Dwight David Eisenhower came to know war all too well, as a soldier waging it and as a statesman preventing it. As Supreme

fon, Lyn Graham, Pat Gayton, Ray Gayton, Elizabeth Feiber, Nancy Durham-Mumford, Elizabeth Durham, Barbara Chenault, Mel Decker, Ross Chavez, Denise Busch-Weingel, Paul Davis, Julie Lawrence, Helen Hardy, George Robinson, Ken Schnoeker, Karen Pritchard, Martha Saenz, John Barrons, Jim Flynn, Betty Fleming, Percy Myers, Jack Farnan, Betty Fleming, Helene Taylor, Linda Montanio, Linda Elmer, Angela Warr, Norina Finley, Virginia Cleary, Joe Percival, Linda Ludek, Margo Fernandez, Randy Sanner, Art Wrightson, Paul Niemann, Joy Gorback, Caye Wilson, Susie Avilez, Cheryl Van Wormer, Barb Andrews, George Olson, Kathy Keefe, Rose Morris, Laura Smith. (Watch for more names in future issues of the *Weekly Log*.)

If you'd like to join the growing list of participants, pick up a sponsor sheet from a TeamWalk coordinator. Submit the pre-registration form attached to the back of the sheet to mail zone 11-1330.

General Dynamics will host a picnic on Fiesta Island the day of the event for participating employees and their families. Each walker will receive a General Dynamics T-shirt after completing a sponsor sheet.

For more information, contact Julie Lawrence (Space Systems) at 77403, Paul Davis (Electronics) at 35113, Karen Pritchard (DSD) at 33701, Amy Garfield (HFC) at 39921, or (Convair) Pat Gayton at 39955 and Cal Samuels at 38049.

## Scholarship Application Deadline Approaches

The National Management Association Convair Chapter is offering scholarships to eligible dependents of Convair Division and Data Systems Division - Western Center employees based in San Diego. Deadline for applications is March 28.

Recipients are selected based on academic achievement, extracurricular activities, leadership qualities and personality. Applicants must be a high school senior or graduate, with no more than one semester out of school.

Pick up your application at Employee Benefits, Educational Services or contact Barb Fager at 39937.

## Bulletin Board

**NMA Convair Chapter** is offering two courses in the First Line Supervisor Program. The first course, "Business Concepts," will develop your working knowledge of business concepts and practices. Registration will be held on March 23, 4:30 to 5:15 p.m. Classes begin on the same day from 4:30 to 6:30 p.m. at Kearny Mesa's building 17, room 1. "Management Principles" is designed to introduce supervisors to basic management principles. Registration will be held on March 24 from 4:30 to 5:15 p.m. Class begins on March 24 from 4:30 to 6:30 p.m. at Lindbergh Field's building 1 in the old mezzanine Finance conference room A. For further information, call Caroline Harbeck at 39315 or Bill Greenwood at 33940.

**The CRA Health Fitness Center**, in conjunction with IDS American Express Community Awareness Program, presents two valuable tax planning workshops. "IRAs Should I or Shouldn't I?" will be held on Thursday, March 24. "Is Anything Still Deductible? Planning for 1988 Taxes" will be held on Thursday, March 31. Both workshops will be held at 4:45 and 5:15 p.m. each day in the CRA TV lounge. Cost for each workshop is \$5. Space is limited. Call 39921 to register.

**Shape Up for Summer.** Join your coworkers on Monday, April 18 for Shape Up at Kearny Mesa or Lindbergh Field. Shape Up is a 10-week comprehensive adult fitness program. You'll receive a revised educational workbook, pre- and post-fitness testing, a personal exercise prescription and group support. At Kearny Mesa, the session begins at 4:30 and 5:05 p.m. at Missile Park. The downtown session begins at 4:45 p.m. in the park across from Barnacle Bill's on Harbor Island Drive. The cost is \$10 for HFC members and \$70 for nonmembers. Preregistration is required. Call the CRA at 39921.

**Lindbergh Field Toastmasters** invites you to join them to learn to speak effectively and comfortably in front of a group. For more information, please contact Peggy Deshazo at 27394 or Benny Roy at 26937.

## Congratulations, Graduates

We're proud of our Convair employees who recently received degrees. **Ellie Boiselle**, logistics estimator, received a bachelor's in marketing from National University. **Gary Clarkson** in IRM, received his master's of business administration from National University. **Gerry McCarthy**, material project coordinator, and **Scott Williford**, senior cost development engineer, received their master's of business administration from San Diego State University. Congratulations!

## Live and Breathe

Since January, a new program called Live and Breathe has helped many of our General Dynamics coworkers to quit smoking. Employees from Convair, Space Systems, DSD-Western Center and Electronics have already completed the first phase of the program and are now ex-smokers.

In an effort to ensure the health and well-being of its employees, General Dynamics will pay half the program cost. Employees pay only \$100 and may enroll a spouse for an additional \$50.

The program is designed around positive feedback and group support. Phase one consists of two sessions per week for four weeks. Phase two consists of three monthly follow-up sessions. The program is conveniently held at the Convair Recreation Association.

If you want to quit smoking and need the support, encouragement and skills provided by Live and Breathe, enroll in a class now. Please call the Health Fitness Center at 39921.

## Employment

For the week ending March 11, 1988, Convair Division employment was 8,152; Space Systems Division employment was 3,258.

*The Weekly Log is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Pat Gayton, 39955, or send them to MZ 11-1330.*

Design/Layout: Bill Ferebee

*Published by General Dynamics Convair & Space Systems Divisions*



### **Rick Adams named Convair's 1987 Suggester of the Year**

Rick Adams, senior Quality Assurance representative, was recently named Convair's 1987 Suggester of the Year. Over the past three years, Rick has submitted twenty-two suggestions through Convair's Employee Suggestion Program. Six of his suggestions were approved and are being used.

One of Rick's suggestions involved making a revision to the Quality Assurance Manual (QAM). It reduced duplication of the Quality Assurance Report (QAR) proc-

essing costs when a functional test resulted in a break of inspection. Rick's idea will save the company \$145,130 over the next year.

Rick received a \$10,000 award for his suggestion. General Manager John McSweeney presented Rick with a General Dynamics jacket, shirt and stadium cushions. His name will be added to a perpetual plaque recognizing other Suggesters of the Year.

### **Major Zero Defects Milestone Achieved at Convair**

On March 16, Convair Division once again achieved a major division objective when DCAS Quality Assurance removed a Method C related to subcontract software requirements. Method Cs are one of several DCAS requests that urge contractors to correct deficiencies.

Steve Spiker, chief, DCAS Quality Assurance Division said the success was the result of a cooperative effort between the

government and Convair. This cooperative approach resulted in establishing the required vendor control system and vendor procedures capable of meeting the contractual requirements. General Manager John McSweeney said, "Convair has had the objective of achieving zero Method Cs. Our intent will be to keep it this way. Thank you for your help in achieving this goal."

### **Convair Reaffirms Its Commitment to Safety and Health**

General Manager John McSweeney recently sent this notice to Supervision which should serve as a reminder to all employees: "Convair has given a role to safety that is equal in importance to productivity and quality. We must reaffirm our commitment to safety and continue to move in a positive direction. A safe work environment is a vital necessity and a common denominator throughout the Division, not just a convenience.

"As Convair progresses and changes to accommodate new technology, we must also accommodate changing Safety & Health needs. Every organizational element of Convair must promote personnel health and safety; interfacing at all management levels to ensure that everything possible is done to provide a safer and better working environment for our employees.

"It should also be remembered that every employee has a responsibility to work in a safe and proper manner. Convair management will provide the necessary training, equipment, tools, procedures and protective equipment to assist the employees in performing their work safely, but all employees must be aware that safety is part of their normal job duty.

"Your attention to properly documenting safety inspections, accident investigations and safety training meetings is paramount in sustaining our safe working environment. With the advent of such legislation as the Safe Drinking Water and Toxic Enforcement Act (Proposition 65) and the federal Hazard Communication Standard, hazardous material safety training and the availability of Material Safety Data Sheets are essential.

"With your continued commitment and support, our ultimate goal of an environment 'free from any workplace hazards' can be achieved. Please observe the requirements and precautions published in the Safety Manual, and address any questions to the Lindbergh Field Safety office at 28186."

The teleconferencing center is now the responsibility of Customer Relations. To schedule the teleconference facility in Kearny Mesa's building 4, for audio and video conferences or demonstrations, please call BJ Barker at 38152.

# **Walk America** ★



**Convair Donates \$50K to Aero-Space Museum.** The San Diego Aero-Space Museum received a \$50,000 grant from Convair Division to support the PBY-5A. The grant was presented to Armistead Smith (left), chairman of the Board of Directors, by John DeBlanc (center), director of program development, and Cush Dow, vice president and general counsel. The PBY-5A is being restored by General Dynamics retirees at Harbor Drive. Once the restoration of the PBY-5A is complete, it will be placed in the rotunda of the Aero-Space Museum, located in Balboa Park.

## Con-Trib Club Supports East County Training Centers

Twenty-six years ago, the Association for Retarded Citizens formed a program for developmentally-disabled children called Angels Unawares. The program gave these children the opportunity to lead a normal life by teaching them skills and providing experiences normal children encountered.

In 1980, the name was changed to the East County Training Centers. The program now includes developmentally-disabled adults, known as clients.

Clients who work at the East County Training Centers offer professional services in electronic, mechanical and electrical assembly and product packaging. They have recently added an offset printing press to their print shop, where they produce brochures and flyers. The clients take pride in their workmanship.

Thanks to our donations to the Employees' Con-Trib Club, funds were contributed to the East County Training Centers' building fund. They now have two facilities. The building on John Towers Avenue accommodates 204 clients. The new facility on Lexington Avenue has room for 171.

The Association for Retarded Citizens in San Diego evaluates and places clients at appropriate East County Training Centers.

Most of the clients travel to work by special bus. They live at home, in foster homes or group homes sponsored by the Association.

A special thanks goes to members of the Employees' Con-Trib Club for their continued support to this agency and other community projects.



(From left) Diana Darby (Convair), Frances Dominguez (Convair) and Frank Munson (Space Systems) take time from their workouts at the CRA Health Fitness Center to remind employees that Daylight Saving Time begins Sunday, April 3 at 2 a.m. Keep the Easter bunny on schedule; move your clocks forward one hour.

## Blood Drive Begins Today

Please remember your appointment

**Kearny Mesa — 73820**

March 28 & 29, Fire Station, 8 a.m.-1 p.m.

**Lindbergh Field — 26555**

March 30 & 31, Fire Station, 8 a.m.-1 p.m.

**Plant 19 — 26555**

April 1, Mobile Unit (Bldg. 4), 8 a.m.-5 p.m.

Pick up your donasaur T-shirt when you donate. Please use these charge numbers:

Convair and Space Systems employees: Indirect use normal indirect account; Direct, 6293.

Data Systems Division-Western Center employees — Account WAP 7199, Resource 9900.

## Sixth Annual Easter Egg Hunt Scheduled for Saturday

You and your children are invited to the Sixth Annual Easter Egg Hunt on Saturday, April 2 at the CRA Missile Park. The event is jointly-sponsored by the Convair Recreation Association and the CRA fire club.

The park gates will open at 10 a.m. and the hunt will begin at 10:30. When you arrive at the park, enter through the overpass entrance and go to the park pavilion. You will be given instructions about the hunt.

Children will be grouped according to age. There will be plenty of goodies and prizes for everyone. Of course, the Easter Bunny will attend. Be sure to bring your camera and Easter basket.

For more information, call the CRA at 39918.



## Employment

For the week ending March 18, 1988, Convair Division employment was 8,159; Space Systems Division employment was 3,276.

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Managing Editor: Pat Gayton

Production Editor: Bob Trometter

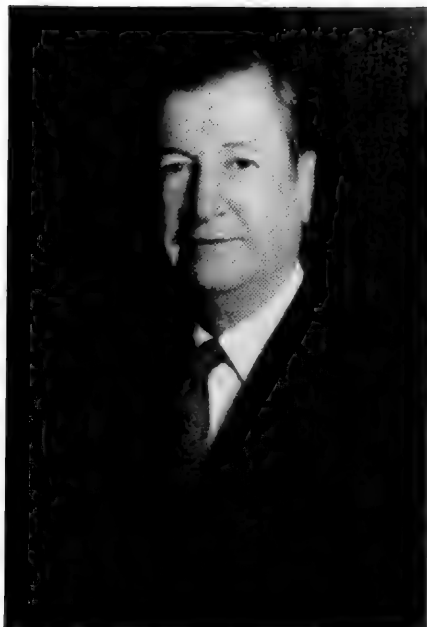
Design/Layout: Bill Ferebee

Compositor: Dianna Rich



Published by General Dynamics Convair & Space Systems Divisions

## CEO Stanley Pace Offers Words of Wisdom



Stanley Pace

During this period of performance appraisal review, General Dynamics Chairman and Chief Executive Officer Stanley Pace reminds us how important it is to provide continuous recognition and feedback. The following text is taken from a recent Executive Memorandum:

*"I believe one of our most important managerial responsibilities is to conduct an annual performance appraisal of each of our salaried employees in a thorough and professional manner, in a setting conducive to a two-way exchange of thoughts and ideas. However, as important as the formalized annual review is, I believe that to make the process truly meaningful, it is necessary to give objective performance feedback to an individual all during the year.*

*"Employees at all levels have a strong thirst for continual, objective feedback on how they are performing and the career opportunities that are available to them. The*

*employee survey process identified a need which all employees seemed to agree on — the need to provide more feedback to employees about their job performance and career opportunities. This feedback can be other than a conversation. It can be a note on a memo, a comment in passing, a compliment in a staff meeting, as well as frequent review of project or objective status. Constructive feedback on areas that need improvement should be given in a private setting.*

*"To illustrate the importance I place on formal and informal feedback, let me describe the process I use with the Corporate Officers reporting to me in the Executive Office. First, I make it a point to provide continual feedback throughout the year consisting of phone calls or comments after I read a report or memo or when a project is concluded. In preparation for my annual formal appraisal, I ask each of my direct reports how they view their peers' performance. I consolidate these individual assessments, add my own with respect to objectives accomplishment, and then have a formal appraisal discussion with each direct report. This combination of on-going feedback and the formal appraisal process is one I have used for many years and found successful for me. I am not advocating another set of prescribed procedures, but rather am trying to convey the importance I place on the continual performance management process.*

*"Coaching and problem solving sessions are vital to this process. They provide feedback and also facilitate both upward and downward communications. Feedback may seem difficult to fit into already overcrowded schedules, but my experience has been that it is time well spent. There is a need for all supervisors to balance task and people concerns. Without attention to both, we cannot meet our business objectives."*

## Space Systems Division Newsletter Makes Debut

It's official! Thanks to John Ramsey, Space Systems Engineering Specialist, Engineering Advanced Structures, Space Systems' new employee publication has a name — *Space Systems Division Orbiteer*.

More than 650 entries were submitted to the contest. An ad hoc committee made the final decision.

The first issue of *Space Systems Division Orbiteer* debuts on Friday, April 8 and

will be published bi-weekly. Linda Lofredo is the editor and may be reached at 77312.

John won a framed, signed lithograph of the Atlas Centaur Launch and dinner for two at a local restaurant.

Congratulations John and thanks to all those who participated in the contest. Your continued support will ensure our *Orbiteer* is a success.

## Air/Space America 88 Comes to San Diego

Organizers of Air/Space America 88 are billing this international electronics and aerospace trade exposition as the largest and first of its kind in the United States.

Its founders envision a biennial exposition that will eventually emulate the Paris, Farnborough and Hanover air shows. With General Dynamics as one of seven corporate founders, that vision will more than likely become a reality.

Air/Space America 88 will run from May 13 through May 22 at Brown Field. General Dynamics will display its products at an exhibit that will bring together the key programs and capabilities of the aerospace group. The exhibit will place special emphasis on the competitive marketplace of commercial and government space programs.

Also on display will be the four Convair built F-106s to be retired from the Air National Guard, the SR-71 "Blackbird" and the Concorde. The indoor exhibit pavilions boast 400,000 square feet of space where the world's leading aviation, aerospace and electronic manufacturers will display their products.

Although the exposition is reserved for trade days during the week, the show is open to the public on both weekends — May 14 and 15 and May 21 and 22. One of the highlights of the show will be the first appearance in San Diego of the U.S. Air Force Thunderbirds flying the F-16 on May 21 and 22.

General Dynamics employees will receive a 50 percent discount on tickets. Prices are \$6 for adults and \$3 for children. They are available at the Convair Recreation Association at Kearny Mesa and Lindbergh Field.

# AIR/SPACE America 88

### Additional Parking Spaces at LF

If you're looking for a parking space at Lindbergh Field, check along the fence of the north field gate. Thirty-two parking spaces have been added to alleviate some of the parking congestion.

## Employee Survey Update

Employee Survey action is taking place at Convair. Since the last report in the *Weekly Log* on February 29, twenty more issues have been addressed. Two of these were from the Cruise Missile Area.

The Employee Survey revealed that employees did not understand how merit increases were granted or promotions determined. An all-hands meeting was called to discuss the process.

Employees also wanted to know more about the division's business and products. They learned more when a special showing of the state-of-the-division address was presented to the group.

Your continued efforts are appreciated in helping us meet our goal to address all issues by September 1988.

## Employee Survey Issues Progress Report

Department	Number of Issues	Number Addressed
Cruise Missile Office	22	19
ACM	5	4
Contracts & Estimating	23	9
Quality Assurance	18	10
Division Planning/Facilities	8	8
Research & Engineering	5	5
Operations	15	12
Program Development	5	5
ILS	4	4
Finance	16	13
Human Resources	60	46
Division Level Issues	37	22
<b>Totals</b>	<b>218</b>	<b>157</b>

## Tips for Reducing Edit Errors

If you are on loan to another division, you must enter the interdivision account number on your preprinted time distribution card (TDC) or in COLLARS. The interdivision account number for Space and Convair is 38221.

The charge number for the actual work performed for another division must then be recorded on a second TDC.

If you are a Convair employee on loan to Space Systems, please record the Space charge numbers and Space departments on the Space Systems' orange interdivision Loan Labor TDC.

If you are a Space Systems employee on loan to Convair, please record the Convair charge number and Space departments on a blank Convair TDC and write Space Systems Loan to Convair in the lower left portion of the TDC.

If this procedure is not followed, edit errors will occur in the home division's labor system. If you have questions about this procedure, contact the Labor Help Lines at 24647 (Convair) or 77311 (Space Systems).

Kearny Mesa Employee Benefits personnel who handle our Retirement and Stock Savings and Investment Plan have moved to trailers located south of building 27 and east of building 5. If you need assistance on either of these matters, please go to the new location. All other Employee Benefits matters will continue to be handled in the building 8 office (cafeteria building).

The move was necessary to begin refurbishment and expansion of the Kearny Mesa office.

## Convair Hosts Aircraft Conference

The eighth annual aircraft conference was held last month at the Viscount Hotel on Harbor Island. The event was hosted by Convair's Aircraft Logistics Support department. Forty commercial airlines were represented at the conference.

Did you know that several hundred Convair twin-engine aircraft are still operating in the United States, Canada, Central America, South America, Europe and Africa?

The fleet, first built in the 1950s, includes the 240/340/440 versions, along with the 600/640 turboprop conversions with Rolls Royce engines. Also included is the Model 580 conversion, equipped with engines manufactured by the Allison Gas Turbine Division of General Motors Corporation.

The Allison Division and the Super 580 Company presented their upcoming plans to increase the 580's passenger and cargo capacity.

Conference attendees verified that the twins and turboprop conversions will fly the skies for many years to come.

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Managing Editor: Pat Gayton  
Production Editor: Bob Trommetter  
Design/Layout: Bill Ferebee  
Compositor: Mikki Ward

## More Join the Walk Against Birth Defects

On Saturday, April 23, hundreds of General Dynamics employees will join other individuals representing businesses throughout San Diego on Fiesta Island, to support the March of Dimes WalkAmerica. The March of Dimes is a national voluntary health agency dedicated to the prevention of birth defects. WalkAmerica is the agency's largest fund-raising event of the year.

We'd like you to join our team in the fight against birth defects. All walkers and volunteers will receive a specially-designed General Dynamics T-shirt. We'll meet on Fiesta Island at 7:30 a.m. the day of the event for a group photo. General Dynamics will host a picnic after the walk for all participating employees and their families.

The NMA chapters of our divisions are sponsoring a checkpoint. Checkpoints are intervals throughout the walk where participants receive water, refreshments and have their cards stamped to verify kilometers walked. If you would like to volunteer to staff our checkpoint, please contact John Tenuto at 27812.

Our most recent members on the team are: Mitch Weingel, Susan Ellis, Ginger Fast, Daniel Truman, Penney Michels, Rolinda Valero, Emiliana Valero, Linda Valero, Selina Jackson, Frank Glenski, Barbara Glenski, Cindy Haddock, Raul Lujan, Valerie Lujan, Sheri McKay, Mike McKay, Sandi Terry, Kelly Roberts, Scott Davis, Vida Wade, Allison Triplett, Bill Hahn, Maria Diaz, Maureen Hopson, Pat Kold, Patricia Smith, Fred Jestead, Alice Goldman, Jim Flynn, Betty Fleming, Helene Taylor, Linda Montanio, Linda Elmer, Angela Warr, Norina Finley, Virginia Cleary, Joe Percival, Linda Ludek, Barb Andrews, George Olson, Kathy Keefe, Rose Morris, Laura Smith, Linda Riley, Paula Oros, Julie Andrews, Ray Corn, Donna Sandsmark, David Sandsmark, Joanne Kowalik, Brandy Orr, Judy Yates, Rae Riecken, Harvey Wright, Teresa O'Connell and Betty Taylor.

To join the team, pick up a sponsor sheet from an NMA booster or TeamWalk coordinators: Space Systems — Julie Lawrence, 77403; Convair — Pat Gayton, 39955 or Cal Samuels, 38049; Electronics — Paul Davis, 35113; DSD-Western Center — Karen Pritchard, 33701; CRA — Amy Garfield, 39921.

## Employment

For the week ending March 25, 1988, Convair Division employment was 8,148; Space Systems Division employment was 3,276.



# WEEKLY LOG

April 11, 1988

Published by General Dynamics Convair Division

## Walk America ☆

### There's Still Time to Walk for the March of Dimes

In twelve days, thousands of San Diegans will be supporting the March of Dimes largest fund-raiser, WalkAmerica. Among those will be hundreds of General Dynamics employees who have generously made the commitment to support the fight against birth defects.

There's still time to join the General Dynamics team. All you need to do is pick up a sponsor sheet and ask others to pledge money for each kilometer you walk or make a flat donation. The 30-kilometer route starts on Fiesta Island and goes around Mission Bay. You don't have to walk the entire route. However far you walk, it's one step closer to helping the March of Dimes fight birth defects.

Participating employees and volunteers will receive a specially designed T-shirt. T-

shirts may be picked up from division TeamWalk coordinators by showing your completed sponsor sheet. T-shirts will also be available for Lindbergh Field participants at the LF Convair Recreation Association.

General Dynamics is hosting a picnic on Fiesta Island the day of the event for participating employees and volunteers. In order to have an accurate count, please send your pre-registration cards attached to the back of your sponsor sheet to mail zone 11-1330, if you have not already done so.

TeamWalk Coordinators are: Space Systems — Julie Lawrence, 77403; Convair — Pat Gayton, 39955 or Cal Samuels, 38049; Electronics — Paul Davis, 35113; DSD-Western Center — Karen Pritchard, 33701; CRA — Amy Garfield, 39921.

### DIS Inspection Begins Next Monday

Beginning April 18, Convair will receive a comprehensive security inspection by the Defense Investigative Service. DIS representatives will be here for two weeks.

Employees are reminded that possessing cameras and undeveloped photographic film within General Dynamics facilities is limited and confined to designated, authorized personnel. If you have undeveloped film in your possession, please drop it in one of the CRA film drops conveniently located at the plant entrances.

Also prohibited on company property are recording instruments and radios, such as cassette players, headphone radios, playback-only cassette players and compact disk players. Company-owned equipment used in company business are covered by Chapter 18 of the Convair Security Manual.

If you notice unauthorized use of such equipment, please report it to Industrial Security at 38417.

### Tips for Reducing Edit Errors

In the last issue of the *Weekly Log*, incorrect information was received regarding the completion of the **second** time card by Space Systems employees on loan to Convair. The sentence should read: ***If you are a Space Systems employee on loan to Convair, please record the Convair charge numbers and Convair department numbers on a blank Convair TDC and write Space Systems Loan to Convair in the lower left portion of the TDC.***

Remember, the first TDC (or COLLARS transmission) contains the interdivision account number. For example, 38221 for Convair and Space Systems.

The Space Systems orange interdivision Loan Labor TDCs used by Convair employees on loan to Space Systems may be obtained from John Simmons at 77806. Convair employees may use blank Convair TDCs as their "second" TDC until they receive a supply of orange Space Systems TDCs.

Please contact the Labor Help Line at Convair (24647) or Space Systems (77311) if you have questions regarding interdivision loan labor procedures.



Maritha Gyhra (center), recently received \$5,195 for an employee suggestion she submitted which saved the DC-10 program more than \$51,000. She helped prevent a critical schedule slip to the DC-10 delivery. Maritha is a material analyst supporting MD-11 Start-up. Her supervisor, Tom Webb (left) and director, Don Hannabarger, congratulate her on the award.



Bob Ring, Brad Sowers and Earl Starr congratulate Nat Cohen (third from left) on his recent patent award.

### Nat Cohen Issued Patent Number

Convair's Nat Cohen was recently issued patent number 4,721,930 from the U.S. Patent Office. The title of his invention is "Suspension and Drive System for a Mechanical RF Energy Power Divider Intended for Spacecraft Applications." Nat works in the RF Technology department.

His invention provides a mechanical de-

vice which eliminates troublesome friction commonly encountered with drive system devices.

Advantages include high reliability, more effective use of RF energy and improved communications.

In addition to a patent certificate, Nat received \$300 for the patent issuing. Congratulations, Nat.



**Convair Sailing Club Celebrates 25th Anniversary.** The Convair Sailing Club recently held its 25th anniversary celebration at the San Diego Yacht Club. Of the club's eleven founding members, eight attended the event. They are (from left) Bob Barkdoll, Ed Guske, Ron Wagar, Harold Meyer, Irv Stienberger, Charlie McLean, and Bob Tagenel (seated). Not available for photo was Strat Loucks. Part of the evening's festivities included plaque presentations to past commodores and a video on the history of the Sailing Club.

## Bulletin Board

**NMA Convair Chapter** invites you to its April Celebrity Night dinner meeting on Thursday, April 21 at the La Jolla Marriott. Comedian Steve Landesberg will be the evening's speaker. Steve is probably best-remembered for his successful role as Sgt. Arthur Dietrich on the highly acclaimed television series, *Barney Miller*. Watch for more details in future issues of the *Weekly Log* and NMA flyers.

**Point Loma Federal Credit Union** is celebrating its 40th anniversary. As a special thanks to its members, the credit union is discounting mortgage points required on first and second trust deeds by 40 percent through July 31. This discount can save hundreds of dollars on a new home purchase or loan refinance. For more information please visit the credit union on Complex Drive or on Sports Arena Boulevard.

**The Artificial Intelligence (AI) Working Group** will hold a brown bag meeting Wednesday, April 13 from 11:30 a.m. to 12:15 p.m. in the MIC Conference Room in building 77. This is a general meeting and Ginger Chadwick will continue her talk on how to set up an expert system. Anyone interested in AI is welcome. For more information, call Ginger Chadwick at 33813 or Vivien Steger at 74291.

**The 34th Annual Greater San Diego Science and Engineering Fair** will be open to the public on April 14 and 15, 9 a.m. to 9 p.m., April 16, 9 a.m. to 6 p.m. and April 17, 10 a.m. to 5 p.m. at the Federal Building in Balboa Park. The Fair features exhibits from a dozen categories submitted by students in the seventh through eleventh grades. There is no admission fee.

**The NMA Space Systems Chapter** is offering Personal Skills for the Manager. The class begins April 12 and runs for nine weeks. Classes will be held in the RTDS Conference Room at Kearny Mesa on the first floor from 4:30 to 6:30 p.m. Cost is \$10. For more information, please contact Andy Molnar at 73314.

## Employment

For the week ending April 1, 1988, Convair Division employment was 8,103.

*The Weekly Log is published by Human Resources for employees of General Dynamics Convair Division.*

*If you have stories of interest, please call Pat Gayton, 39955, or send them to MZ 11-1330.*

Managing Editor: Pat Gayton

Production Editor: Bob Trometter

Design/Layout: Bill Ferebee

Compositor: Mikki Ward



# WEEKLY LOG

April 18, 1988

Published by General Dynamics Convair Division

## Walk America ☆

### Are You Ready For WalkAmerica?

This coming Saturday, hundreds of General Dynamics employees will lace up their best pair of walking shoes in preparation for WalkAmerica — the March of Dimes largest fund-raising event.

Our employees' participation in the 30-kilometer route (or as far as possible) around Mission Bay will help the March of Dimes win its fight against birth defects.

Of course, other GD employees will provide support on the sidelines. Jerry Darden's RV is our base for the day and will sport the General Dynamics banner. Judy Nutt, who walked for two years and raised more than \$2,000, has volunteered to work the NMA checkpoint, along with other employees. Brian Stevens and CRA staff members will set up and cook for our picnic.

We're proud of our employees. Your response has been overwhelming and we appreciate your generosity. Here are a few hints and plans for our WalkAmerica day.

*Wear your General Dynamics T-Shirt.* Don't forget to pick up your specially-designed General Dynamics T-shirt from WalkAmerica Coordinators or at the Lind-

bergh Field CRA. Just show your completed sponsor sheet.

*Arrive early.* Although the WalkAmerica logistics committee has improved access to Fiesta Island, the earlier you arrive, the better. Carpools are recommended.

*Group photo at 7:30 a.m.* Join the General Dynamics team for a group photo on Fiesta Island at 7:30 a.m. near our RV. Again, just look for the GD banner.

*Registration.* The March of Dimes is setting up a special registration station for General Dynamics employees at our area. Please bring the white copy of your sponsor sheet to exchange for a checkpoint card. Keep your yellow copy to identify your sponsors.

*Checkpoints.* Have your cards stamped at each checkpoint (about every two miles) to verify the kilometers you walk. These stations also provide refreshments and water. Give a special salute at checkpoint two — sponsored by our divisions' National Management Associations.

*Tired? Ask for a ride back.* Call radios are available at checkpoints and locations throughout the walk. If you get tired, simply call for a ride back to Fiesta Island.

Don't hesitate to ask for assistance.

*Come to the picnic.* After the walk, General Dynamics will host a picnic for all participating employees and volunteers at our RV on Fiesta Island. Bring folding chairs or blankets so you can relax. Food will be served between 10:30 a.m. and 4 p.m. Your T-shirt will identify you as a General Dynamics team member.

*Collection Procedures.* Collect from your sponsors as soon as possible. Any money collected prior to the event may be turned in when you register the day of the walk. Make checks payable to the March of Dimes. Convert all cash into a personal check or money order. If you choose to mail in your donations, please use one envelope. Envelopes will be distributed at final check-out. Be sure to include your Walker ID number with your return address.

If you have any question before the walk, please call one of our TeamWalk Coordinators: Convair — Pat Gayton, 39955 or Cal Samuels, 38049. Space Systems — Julie Lawrence, 77403; Electronics — Paul Davis, 35113; DSD-Western Center — Karen Pritchard, 33701; CRA — Amy Garfield, 39921.

### Goodbye PEP, Hello Cap

Beginning today, Convair employees will learn about available job opportunities through the new Cap (Career Awareness Program). Formerly referred to as PEP (Professional Enhancement Program), Convair's internal job posting program has been improved as requested by our employees through the Employee Survey.

Details on Cap can be found in the Personnel Administration Manual (PAM) 3-11, which has been revised to reflect the new guidelines. Here are some improvements to the program:

- All salaried positions (salary grades 12-24), with limited exceptions, will be posted for at least five working days.
- Qualified employees will be given priority for interviews before outside candidates are considered.
- Employees may interview without their supervisor's permission if the interview is held during the employee's non-work time.

- Transfer release will take place within 30 days.
- Positions will be announced through shared EM/OS [CV\_CAP].
- Cap bulletins will be available at:

#### Kearny Mesa

Professional Staffing, building 1  
Employee Benefits, building 8

#### Lindbergh Field

Professional Staffing, building 1  
Employment, building 16

#### Plant 19

Building 3, column B-11, mezzanine

#### Century Park

Building 5, Public Affairs, first floor

#### Sycamore Canyon

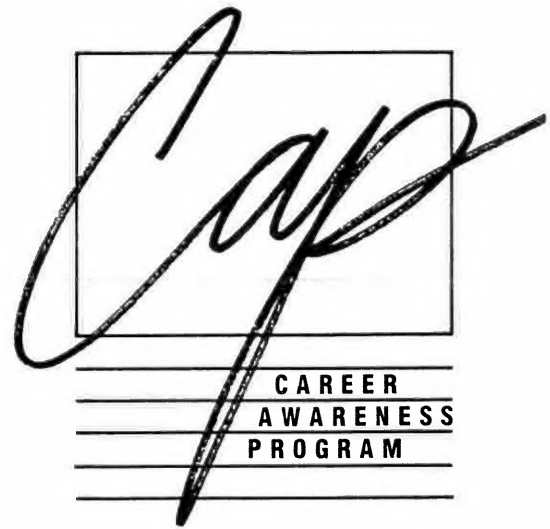
Trailer C

#### Harbor Drive

Building 76

#### Viewpoint Plaza

Building 2, mail room, first floor



For more information on Cap, please refer to PAM 3-11 or contact Professional Staffing at 39525.

## DIS Inspection Begins Today

Defense Investigative Service (DIS) representatives will be at Convair for the next two weeks conducting a comprehensive security inspection. Part of the inspection includes one-on-one employee interviews relating to Convair's Security program.

DIS representatives will randomly choose employees from any area within Convair. They may or may not be escorted by Industrial Security officers.

Office and desk searches will also be conducted after hours. This will ensure DIS that we safeguard classified material as required under Convair's contract with the Department of Defense.

All DIS representatives will be badged. Each has a Department of Defense clearance with a need-to-know for all classified information under DIS cognizance. If you are not working on programs under DIS cognizance, do not hesitate to say so. If you are not sure, please ask your supervisor.

Please consult the newly released Industrial Security Manual for changes and updates.

Employees responsible for classified material should review their area for any discrepancies. If you have any questions, please call 39366 or 38417.

### Ethics Reminder

The following is an excerpt from an article in the January/February 1988 issue of "Government Contracts Bulletin" published by Touche Ross. It is titled "Update on Giving Gratuities to Government Employees" by Frank J. Beatty, Jr.

It serves as a reminder to all employees about our ethics standard on Conflicts of Interest — Gifts, Gratuities and Entertainment to Customers. This standard is found on page 9 of the General Dynamics Standards of Business Ethics and Conduct.

"It is very important that anyone dealing with government employees regularly be aware of the illegality of offering an employee a meal or entertainment, and the employee's acceptance of it. Contracts for goods or services with the government usually carry the contract clause on 'Gratuities' from the Federal Acquisition Regulation (FAR) Part 52.203-3. It states that contract(s) will be terminated if an employee or agent of the company offers, or actually provides a gratuity to an official or employee of the government. Further, FAR Part 3.204 says that the employer of the person offering the gratuity is subject to debarment or suspension proceedings."



Stew Vreeland

### When People Care, Miracles Happen — by Theresa Scherer

*Editor's note: When Theresa Scherer was an intern in Community Relations and assistant editor for the Weekly Log, she researched and wrote this story. It is one that deserves to be told. Theresa now works in Contracts and Estimating.*

A little girl lay on a cot in a busy airport in Israel. Although hundreds of travelers silently passed the scene, one man — a doctor — stopped to question her mother. The child, he was told, needed a liver transplant which had to be performed in London. The operation cost \$64,000. The woman had no money and so she waited, hoping for a miracle to save her daughter's life.

The miracle happened. The doctor volunteered his surgical skills and managed to collect the needed funds from strangers at the airport.

We would all agree that this is indeed a touching story. But for Stew Vreeland, an engineer at Convair, the story is more than just a tribute to human kindness.

Stew and the doctor are both members of Volunteer Health Professionals (VHP). Events like this one explain why they choose to support VHP.

Members are asked to volunteer their time, expertise and funds to help people suffering from poverty, hunger and disease. Since its beginning in 1979, VHP has sent volunteers and supplies to Brazil, Cambodia, Hong Kong, Mexico, Micronesia, Philippines, Solomon Islands, Taiwan and Thailand.

While others are traveling the globe bringing food and medicine to the needy, Stew is using his own time and engineering background in a unique way. He is building a new system which he hopes will one day bring much-needed electrical power to hospitals located in remote regions.

Stew's machine relies on outmoded Ground Launched Cruise Missile batteries to supply the electricity. These batteries were in storage, until at Stew's request, they were donated to VHP.

Much work remains to be done. Stew must convert the batteries and then complete assembly of his technological wonder. His prototype wind turbine battery charger, a critical element for his system's success, is finished and will be tested soon.

Stew is confident his system will work — ultimately helping thousands of disadvantaged patients and hospital personnel throughout the world. If you would like more information on VHP, call Stew at 28206.

### Plant Services Bus Schedule Changes

Today, Plant Services begins a new bus schedule which includes Viewpoint Plaza. Pick-up points are the same as always. For more information, call Transportation at 75800 (Kearny Mesa) or 28621 (Lindbergh Field). Please clip this schedule for easy reference:

#### Depart Kearny Mesa to Lindbergh Field via Viewpoint Plaza, Century Park, Plant 19

Mornings: 7:00, 8:30, 10:10  
Afternoons: 12:20, 2:00

#### Depart Viewpoint to Lindbergh Field via Century Park, Plant 19

Mornings: 7:10, 8:40, 10:20  
Afternoons: 12:25, 2:10

#### Depart Century Park to Lindbergh Field via Plant 19

Mornings: 7:15, 8:50, 10:30  
Afternoons: 12:35, 2:20

#### Depart Plant 19 to Lindbergh Field

Mornings: 7:35, 9:05, 10:45  
Afternoons: 12:55, 2:35

#### Depart Lindbergh Field to Kearny Mesa via Plant 19, Viewpoint Plaza, Century Park

Mornings: 7:50, 9:30, 11:30  
Afternoons: 1:05, 2:50

#### Depart Plant 19 to Kearny Mesa via Viewpoint Plaza, Century Park

Mornings: 7:55, 9:40, 11:40  
Afternoons: 1:10, 3:00

#### Depart Viewpoint Plaza to Kearny Mesa via Century Park

Mornings: 8:15, 9:55  
Afternoons: 12:00, 1:30, 3:15

#### Depart Century Park to Kearny Mesa

Mornings: 8:25, 10:05  
Afternoons: 12:10, 1:40, 3:25

### Employment

For the week ending April 8, 1988, Convair Division employment was 8,080.

# WEEKLY LOG

May 9, 1988

Published by General Dynamics Convair Division



(From left) Terry DeBoodt, Kim Henry, Bonnie Arora and Monica Weist receive congratulations from Rudy Molina on their selection for Quality Assurance's new Career Development Program.

## Quality Assurance Promotes Affirmative Action

Part of General Dynamics' commitment to Equal Employment Opportunity and Affirmative Action includes increasing the numbers of minorities and women at all levels throughout the company. Chairman Stanley Pace confirmed his commitment in an Executive Memorandum by saying "Our goal is to achieve zero defects in the administration of this government contract obligation. We must continue affirmative action at every General Dynamics operation and facility."

Convair is no exception, and the vice president of Quality Assurance (QA), Rudy Molina, is taking steps to ensure his department is meeting this obligation.

A few months ago, Molina sent a memo and questionnaire to all women in his department asking about their career goals. This memo also invited them to attend a seminar where he outlined his planned Quality Assurance Female Development Program.

Twenty-six women attended the four-hour session. They learned the objective of Molina's new program was to provide career development for high-potential Quality Assurance employees. (Editor's note: Molina is first selecting females to overcome a lack of parity in the department, but the

program will expand to include males later this year.)

Basically, the program is designed to target potential managers based on evaluation of a written essay: "Why I should be selected," and a 10-minute presentation: "How I would reorganize Quality Assurance to increase productivity." Both evaluations are made by a selection committee comprised of QA staff members and representatives from other departments.

The field was narrowed to nine semifinalists. The selection committee chose four — Monica Wiest, Kim Henry, Bonnie Arora, Terry DeBoodt — to follow a two-year career path designed especially for them according to their specific development needs and career goals.

Each candidate will begin a series of rotations throughout the department or special assignments to learn the total operations of Quality Assurance. They will also take appropriate training classes to keep abreast of changes in the field.

Molina says, "It has been my policy throughout my career, and indeed our company's policy, to allow all employees the opportunity for full development of their career potential." His new career development program is surely one way his employees will realize that potential.

## A Letter to All Employees from CEO Stanley Pace

It is my pleasure to advise you (John McSweeney) and the employees of the Convair Division that you have earned a Certificate of Achievement for Excellence in Safety and Health Performance in 1987. The Convair Division continues its heritage of outstanding safety and health performance as evidenced by this being the fourteenth consecutive year in which you have received Corporate recognition for the quality of your program.

The Corporate Safety and Health Performance Recognition Program is designed to provide recognition to those divisions who excel in their safety and health efforts. The criteria used to measure a division's performance looks at a broad range of performance measurement elements including your performance on the SHAPE reviews; your trends in workers' compensation costs; your performance in the MEP review (when applicable); and the overall quality of your personnel and programs.

Please extend our congratulations to members of management and employees who are responsible for this outstanding performance. The formal presentation of the award will be made in the near future.

I hope this splendid achievement will promote continued interest in your safety and health program and encourage your employees to continue their safe work habits in 1988.

## Ensure Copier Billing Accuracy

We are in the process of updating our monthly departmental billing list for Pitney Bowes copiers. Monthly usage costs are charged to the department(s) listed as having been assigned those copiers. If you no longer use a particular copier or if another group has begun sharing use of your copier, please notify Jan Lawrence at 73401 or 74919 or by EMOS or AVO immediately. Please supply the following information: copier ID number, serial number, location of the machine, and your department number. The billing for that machine will be adjusted accordingly.



Donna Finch (center) and Katie Klinger, instructor, watch as Louie demonstrates his proficiency on the computer.

## Convair Works with the Physically Challenged

What comes to mind when you hear the word disabled or physically challenged? For most people, it's wheelchairs, crutches, or some physical disability. For Louie Gutierrez it is a matter of not having the ability to sit for long periods of time.

Seven years ago Louie was in the commercial construction business. He did carpentry and painting for local businesses. One day Louie was injured in an auto accident which fractured both knees and injured his back. Since then he hasn't held a steady job because of his limitations of bending and heavy lifting.

As a single parent, Louie never gave up hope of finding a steady job. It was essential to help support his three children. When Louie heard of a new program at Grossmont College, Business PC Specialist Program for the Physically Challenged, he immediately learned how he could enroll.

The program is designed to meet two

needs: that of the business community for entry-level people proficient in applications software, and that of disabled people for stimulating careers in the business world. The program is the creation of the Business Advisory Council, of which General Dynamics is a contributing company. Representing Convair on the board of directors is Donna Finch, senior management statistician in Functional Financial Management. Donna is also Louie's mentor.

Each student in the program has a mentor throughout the intense 26-week training course who provides professional as well as moral support.

The program consists of hands-on classes in computers. This includes databases, spreadsheets, wordprocessing, accounting, business communication, telecommunications, and presentation graphics. Emphasis is placed on the student achieving a well-rounded background not only in the areas of computer software and hardware, but also toward becoming a business professional. Students earn full college credit and receive a Grossmont College Software Specialist Certificate upon successfully completing the program.

Not just any person qualifies for this program. To qualify a person must have a high degree of motivation with a minimum tenth grade reading level. They must be adjusted to their physical disability, commit to a six to eight-hour day and have an aptitude for software usage. Of course, Louie exhibited all of these qualities and more.

One of the requirements for successfully completing the program, however, is a four-week internship with a local business. That's where Convair comes in. "I feel confident that it will be a rewarding experience for both the company and student," says Donna. "This program can and will succeed."

Convair plans on providing an internship to Louie or one of his classmates in the near future. We're looking forward to the quality performance we'll receive from the students' dedication and desire to succeed.

## Batholomew Files Patent Application

Bruce Batholomew in Electro Optical Technology recently had a patent application filed with the U.S. Patent Office. His invention is called a "Device to Detect Frequency Converted Signals with High Efficiency."

Bruce's invention detects and separates a weak frequency signal light beam in the presence of a much stronger beam. To detect this he uses a nonlinear crystal, filter, and prism, with simple optical and electrical filtering techniques.

There are many patents and much literature on frequency conversion, but how to separate a weak signal light beam combined with a strong pump light beam has not been addressed. Bruce's invention satisfies this need.

An advantage to Bruce's invention is that the filtering requirements are minimized with an increase in efficiency. In addition, the novel features include the use of two detectors in the output and first-order optical filtering to produce the signal of interest.

Congratulations, Bruce.

## Point Loma CU Clarifies Changes in Checking Account Charges

Employee Benefits and Point Loma Credit Union have received several calls from members regarding recent changes in the Credit Union's checking accounts. The following notice has been issued to help answer questions that have arisen.

"For many years, Point Loma Federal Credit Union (PLFCU) has maintained virtually "free" checking accounts. Costs here, as in any other business, have increased. It has become necessary to subsidize more than \$400,000 in annual checking costs. The board of directors established a policy to assign the cost of a service to the member using the service. Otherwise, in an association like PLFCU, some members pay the way for others, sacrificing higher dividends or lower loan rates.

"As the credit union has grown to 35,000 members, a fuller range of services and conveniently located branches have been made possible in response to member requests. The financial services industry has become more competitive and we must look for ways to increase our efficiency. For the most part, this means services must pay for themselves. You may find this to be similar to your employer's business as well.

"Most members will not be charged checking account fees because their average balances will fall within the specified ranges. It is important to note that these are average balances, which allow for a great deal of balance fluctuation during the month. Average balances are calculated by summing the daily ending account balances and dividing the number of days in the statement period.

"Fees are waived and dividends paid on our higher balance accounts as is equitable for the return available on the use of those deposits.

"Feel free to call the credit union to discuss your account with Account Information at 495-3400."

*The Weekly Log is published by Human Resources for employees of General Dynamics Convair Division. If you have stories of interest, please call Pat Gayton, 39955, or send them to MZ 11-1330.*  
 Managing Editor: Pat Gayton  
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## Employment

For the week ending April 29, 1988, Convair Division employment was 8,055.